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Industry Wage Survey: Grain Mill Products, September 1982

U.S. Department of Labor
Bureau of Labor Statistics
August 1984

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Industry Wage Survey: Grain Mill Products, September 1982

U.S. Department of Labor
Raymond J. Donovan, Secretary

Bureau of Labor Statistics
Janet L. Norwood, Commissioner
August 1984

Bulletin 2207

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Preface

This bulletin summarizes the results of a Bureau of Labor Statistics survey of wages and employee benefits in the grain mill products industries in September 1982. Data are provided separately for flour and other grain mill products, rice mill products, blended and prepared flour products, and wet corn mill products. A similar survey was conducted in September 1977.

The study was conducted in the Bureau's Office of Wages and Industrial Relations. Jonathan W. Kelinson of the Division of Occupational Pay and Employee Benefit Levels analyzed the survey data and prepared this bulletin. The Bureau's field representatives obtained the data through personal visits to a probability-based sample of establishments within the scope of the survey. Fieldwork for the survey was directed by the Bureau's Assistant Regional Commissioners for Operations.

Other reports currently available from the Bureau's industry wage survey program, as well as the addresses of its regional offices, are listed at the end of this bulletin.

This bulletin was produced with the assistance of four computer languages developed by the Bureau of Labor Statistics. Table Producing Language and JOWLS tabulated the data, Print Control Language formatted the data to publications standards, and Automatic Typographical Language was used to produce the text.

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Contents

	Page
Introduction	1
Earnings	1
Flour and other grain mill products	1
Rice mill products	2
Blended and prepared flour products	2
Wet corn mill products	2
Benefits	2
Industry characteristics	3

Tables:

Flour and other grain mill products:

1. Average hourly earnings by selected characteristics	5
2. Earnings distribution	6

Occupational averages:

3. All establishments	7
4. By size of community	8
5. By size of establishment	9
6. By union contract status	11

Occupational earnings distribution:

7. All establishments	13

Establishment practices and employee benefits:

8. Method of wage payment	17
9. Scheduled weekly hours	17
10. Shift differential provisions	18
11. Shift differential practices	19
12. Paid holidays	20
13. Paid vacations	21
14. Health, insurance, and retirement plans	24
15. Other selected benefits	25

Rice mill products:

16. Average hourly earnings by selected characteristics	25
17. Earnings distribution	26

Occupational averages:

18. All establishments	26
19. By selected characteristics	27

Occupational earnings distribution:

20. All establishments	28

Establishment practices and employee benefits:

21. Method of wage payment	31
22. Scheduled weekly hours	31
23. Shift differential provisions	32
24. Shift differential practices	32
25. Paid holidays	32
26. Paid vacations	33
27. Health, insurance, and retirement plans	33
28. Other selected benefits	34

BEST COPY AVAILABLE

Contents—Continued

Page

Tables—Continued

Blended and prepared flour products:
29. Average hourly earnings by selected characteristics 34
30. Earnings distribution 35

Occupational averages:
31. All establishments 36
32. By selected characteristics 37

Occupational earnings distribution:
33. All establishments 38

Establishment practices and employee benefits:
34. Method of wage payment 39
35. Scheduled weekly hours 39
36. Shift differential provisions 40
37. Shift differential practices 40
38. Paid holidays 41
39. Paid vacations 42
40. Health, insurance, and retirement plans 43
41. Other selected benefits 44

Wet corn mill products:
42. Average hourly earnings by selected charactristics 44
43. Earnings distribution 45

Occupational averages:
44. All establishments 46
45. By selected characteristics 47

Occupational earnings distribution:
46. All establishments 49

Establishment practices and employee benefits:
47. Method of wage payment 51
48. Scheduled weekly hours 51
49. Shift differential provisions 52
50. Shift differential practices 52
51. Paid holidays 53
52. Paid vacations 53
53. Health, insurance, and retirement plans 55
54. Other selected benefits 55

Appendixes:
A. Scope and method of survey 56
B. Occupational descriptions 60

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Grain Mill Products, September 1982

Introduction

As part of its industry wage survey program, the Bureau of Labor Statistics surveyed occupational wages and employee benefits of production and related workers in four segments of the grain mill products industries in September 1982: Flour and other grain mill products; rice mill products; blended and prepared flour products; and wet corn mill products.[1] Together, these segments accounted for one-fourth of all production workers in the grain mill products industries in September 1982.[2]

Employment patterns varied considerably by industry. Flour milling, for example, the largest of the four industries, with 8,115 production workers, was found in nearly all regions of the country. In contrast, rice milling was heavily concentrated geographically, with five-sixths of its 3,246 workers employed in the Southwest. Except for rice milling, the Great Lakes region was the major center of production; it accounted for nearly three-tenths of the production work force in flour milling, and for three-fifths of the workers in both the blended flour and wet corn milling industries.

Production workers in the grain mill products industries were typically employed in metropolitan areas, in plants with 100 workers or more, and in establishments where collective bargaining agreements covered a majority of the workers. These characteristics applied to nearly all workers in wet corn mills, but were found to a lesser extent in each of the other industries. For example, nearly three-fifths of the flour mill workers were in large mills (100 workers or more) compared with at least seven-eighths of the workers in the other industries. In rice mills, nearly half of the industry's work force operated under collective bargaining agreements; in the other industries, the proportion of workers under bargaining agreements was three-fourths or more. (See tables 1, 16, 29, and 42.) Virtually all workers in each industry were paid according to formal time-rated pay plans (tables 8, 21, 34, and 47). Except in rice mills, where rate-range plans prevailed, most workers were paid single rates for specified occupations.

Earnings

Wet corn milling registered the highest pay levels among the four industries. At $10.72 per hour, average earnings in wet corn mills were 25 percent higher than in flour mills ($8.59), 34 percent higher than in blended flour plants ($8.01), and 72 percent higher than in rice mills ($6.25).[3] (See tables 1, 16, 29, and 42.) Wet corn milling establishments have several characteristics traditionally associated with high pay levels, such as location in the metropolitan areas of the North Central States and a unionized work force. Rice mill workers, on the other hand, were concentrated in the Southwest, one of the lowest paying regions. Just under half of these workers were unionized.

Flour and other grain mill products. Hourly earnings of virtually all 8,115 production workers in flour mills ranged between $4 and $12 in September 1982 (table 2). The middle 50 percent of earnings fell between $7.25 and $10.21 an hour; the industry average (mean) was $8.59. Several factors contributed to this broad range in earnings: Substantial employment in both small mills (fewer than 100 workers) and large mills; employment spread widely throughout the Nation; the variation in skill levels found in the industry; and differences between union and nonunion pay. The industry's index of wage dispersion stood at 33—relatively high for industries studied by BLS.[4]

Regionally, hourly averages ranged from $6.59 in the Southeast and $6.92 in the Southwest to over $10 in the Pacific ($10.40) and Middle Atlantic States ($10.35). Hourly averages were about $9 in the Great Lakes ($8.99) and Mountain States ($8.91), and were $8.33 in the Middle West.

[1] See appendix A for scope and method of survey and for definitions of terms used in this bulletin. Appendix B contains the occupational descriptions used in this survey.

[2] *Supplement to Employment and Earnings*, July 1983, p. 144. The survey excluded establishments employing fewer than 20 workers and the following grain mill industries: "cereal and breakfast foods", "dog, cat, and other pet food", and "prepared feeds and feed ingredients, not elsewhere classified".

[3] Earnings data in this report exclude premium pay for overtime and for work on weekends, holidays, and late shifts.

[4] To provide a common reference for comparing wage dispersion, an index is calculated for an industry by dividing the middle range of the earnings distribution by the median. For a discussion of occupational pay relationships by industry, see Carl B. Barsky and Martin E. Personick, "Measuring Wage Dispersion: Pay Ranges Reflect Industry Traits," *Monthly Labor Review*, April 1981, pages 35–41.

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Twenty occupations, accounting for just over three-fifths of the production work force, were selected to represent the wages associated with flour milling activities (tables 3–7). Among these jobs, average earnings ranged from $5.55 for guards to $10.88 for millwrights (table 3). Processors, numerically the largest occupational group studied, averaged around $9 an hour for such jobs as blenders, boilers, and roll tenders, and $8.71 for flour millers. At the lower end of the pay scale were flour packers ($7.87), power-truck operators, other than forklift ($7.31), and feed packers ($7.09).

Occupational pay averages were typically highest in the Middle Atlantic or Pacific region and lowest in the Southwest or Southeast. Where comparisons were possible, job averages usually were higher in metropolitan areas than in nonmetropolitan areas (table 4), higher in plants with at least 100 workers than in smaller plants (table 5), and higher in plants operating under labor-management agreements than in those without such coverage (table 6). The occupational pay advantage typically was between 12 and 30 percent in metropolitan areas and in large plants, and between 30 and 60 percent in union plants. Notable exceptions to this pattern were in the Southwest and Pacific regions where workers in smaller mills typically averaged more than their counterparts in mills with at least 100 employees (table 5).

Rice mill products. Hourly earnings of the 3,246 production workers in rice mills averaged $6.25 an hour in September 1982. Workers in the Southwest, which had five-sixths of the work force, averaged $5.91 an hour. While the middle 50 percent of the industry's workers earned between $4.82 and $6.78 an hour, the balance had earnings spread over a broad range (table 16). The diversity of job skills in the industry, disparate pay levels among establishments, and the presence of range-of-rate pay plans, which covered three-fifths of the work force, contributed to a relatively high wage dispersion index of 37.

The seventeen occupations surveyed accounted for one-half of all production workers in the industry. Average hourly earnings ranged from $4.78 for janitors to $11.01 for maintenance electricians (table 18). The 528 processors constituted the numerically most important job category; within this group, hullers and pearlers averaged $5.59 an hour; polishers and separators, $5.71; and cookers and driers, $6.77. Other numerically important occupations, and their averages, were general mechanics ($7.73), rice packers ($5.78), and material handling laborers ($4.91).

Blended and prepared flour products. Production workers in blended and prepared flour mills averaged $8.01 an hour. Their regional averages were $8.47 in the Great Lakes, where three-fifths of them were employed; $7.41 in the Southwest; and $6.99 in the Middle West.

Earnings of individual workers spanned a broad range—from $4 an hour to over $12; the middle 50 percent fell between $5.80 and $10.17 (table 30). The nationwide index of wage dispersion in this industry was 57, one of the highest found in the Bureau's Industry Wage Survey program. The high dispersion stems primarily from differences in pay between regions, between union and nonunion mills, and between occupations of different skill levels. Mill averages ranged from approximately $4.50 to about $11 an hour.

For similar reasons, pay within occupations—particularly those with broad skill requirements—also was widely dispersed. For example, general mechanics, the highest paid occupation studied in this industry, averaged $10.27 an hour and had a dispersion index of 54. Mill averages for this job ranged from about $6 an hour to over $14.

Averages among the other occupations surveyed ranged from $8.23 an hour for panelboard operators (mixing and blending) to $6.45 for packers of flour mixes (table 31). Workers in the 10 occupations studied accounted for two-fifths of the production work force.

Wet corn mill products. Production workers in wet corn milling averaged $10.72 an hour—substantially more than those in the other grain milling industries studied. With nearly 95 percent of the workers earning between $9 and $13 an hour (table 45), wet corn milling had one of the lowest wage dispersion indexes recorded by BLS—13. The variation in pay levels among individual mills found in the other three grain milling industries was not found among wet corn mills. For example, mean earnings of two-thirds of the wet corn mills visited were between $10 and $11 an hour. The work force was predominantly in metropolitan areas, unionized, and employed in large establishments (100 workers or more).

The 26 occupations studied separately accounted for one-half of the production work force. Hourly averages among these jobs ranged from $9.25 an hour for bulk cleaners to $11.81 for millwrights (table 44). Averages in the processing and packing departments and in material movement occupations were between $10 and $11 an hour, while averages for most maintenance jobs fell between $11 and $12.

Benefits

Paid holidays and vacations. Virtually all production workers were in grain mills which provided paid holidays and vacations after qualifying periods of service. The most common holiday provision in rice mills was 8 days; in wet corn mills, 10 days; and in flour mills and blended and prepared flour establishments, 12 days (tables 12, 25, 38, and 51). Holiday provisions also var-

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ied somewhat by region. For example, in flour mills, all workers in the Middle Atlantic States received at least 12 days; in the Southeast, the limit was 10. Similarly, in wet corn mills, holiday provisions in the Great Lakes amounted to 9 or 10 days; in the Middle West, they ranged from 8 to 12 days.

Typical vacation provisions in each industry granted at least 1 week of paid time off after 1 year of service, at least 2 weeks after 3 years, and 3 weeks or more after 10 years (tables 13, 26, 39, and 52). Vacation benefits were less generous in rice mills than in the other industries, particularly after longer periods of service. For example, a majority of rice mill workers had no provisions for more than 3 weeks of vacation pay, while more than half of their counterparts in the other industries could receive at least 5 weeks of vacation pay after 25 years of service.

Insurance. All or virtually all workers were in mills that provided at least part of the cost of hospitalization, surgical, basic medical, and major medical insurance coverage (tables 14, 27, 40, and 53). Life insurance plans were available to at least nine-tenths of the workers in each industry. Accidental death and dismemberment insurance coverage was available to about half of the workers in blended flour plants, and to three-fourths or more of the workers in each of the remaining industries.

Sickness and accident insurance was available to more than seven-eighths of the workers in flour, blended flour, and wet corn milling establishments and to two-fifths of the rice milling workers. Two-thirds of the workers in rice mills were under sick leave plans providing full pay with no waiting period. Sick leave plans, including those providing partial pay or with a waiting period, covered one-fifth of the wet corn workers and one-tenth each of the flour and blended flour work force. Long-term disability insurance covered nearly one-half of the wet corn mill workers, slightly more than one-fourth of the workers in rice mills, one-fifth of the flour mill work force, and one-sixth in blended flour plants.

Dental insurance plans covered just over four-fifths of the workers in the flour and wet corn mill industries, compared to three-fifths and two-thirds of the workers in rice mills and blended flour plants, respectively. Vision care insurance was available to approximately three-tenths of the workers in both wet corn mills and rice mills, but to about one-tenth or less in the other two industries.

Retirement plans. Retirement pension plans—other than Federal social security—applied to at least nine-tenths of the production workers in three of the four industries; the proportion was four-fifths in rice mills.

Other benefits. Five other worker benefits—funeral leave, jury-duty pay, technological severance pay, supplemental unemployment benefits, and cost-of-living adjustment plans—were found in the grain mill industries. Generally, the wet corn mill industry provided these benefits to the greatest proportion of the work force; rice mill establishments, the least (tables 15, 28, 41, and 54).

Funeral leave and jury-duty pay applied to at least nine-tenths of the workers in three of the industries. In rice milling, funeral leave applied to just over half and jury-duty pay to nearly nine-tenths. Technological severance pay provisions applied to one-half of the wet corn mill workers, and to two-fifths of those in the flour and blended flour industries. This provision was not found in the rice mills visited. Provisions for automatic cost-of-living adjustments—nearly always tied to changes in the Bureau of Labor Statistics' Consumer Price Index (CPI-W)—applied to approximately half of the workers in wet corn and rice mills, and to one-tenth or less in blended flour plants and in flour mills. Supplemental unemployment insurance provisions were rarely found.

Industry characteristics

The grain mill products industries within the scope of the survey employed just over 23,000 production workers in September 1982. Slightly more than one-third of the workers were in flour mills; approximately one-fourth each in wet corn mills and in blended flour plants; and about one-sixth in rice mills.

The production of grain mill products is nighly mechanized. Machines are used to clean raw materials, move them through the mill, process grain (grind, sift, cook, dry, hull, polish, etc.), combine the milled ingredients, and package the final products.

Flour mills are primarily engaged in milling flour or meal from grain, except rice. Wheat flour was the principal product of flour mills employing almost four-fifths of the 8,115 production workers in that industry. These plants typically grind and sift the wheat berry to produce particles of bran and flour. Prepared flour and flour mixes were the principal products of most of the remaining mills.

Rice mills chiefly clean and polish rice and make rice flour and meal. Nearly three-fourths of the 3,246 rice mill production workers were in establishments primarily producing polished or white rice. Most of the remaining workers produced parboiled rice. Other important products of this industry include brown and milled rice, rice polish, and rice bran.

Production workers in blended and prepared flour establishments are primarily responsible for mixing and blending purchased flour with shortening, buttermilk solids, or other ingredients to produce self-rising or other premixed flours for bakeries or premixed consumer items. Nearly three-fifths of the industry's 5,588 production workers were in mills primarily engaged in

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supplying prepared flours and flour mixes; about two-fifths were in mills principally producing doughs.

Wet corn milling is almost entirely automated. Most processing department employees operate or monitor panelboards or numerically controlled machines that transform corn kernels into starches, oils, syrups, and other products. Almost three-fifths of the 6,312 production workers were in mills primarily making syrups, while about two-fifths were in mills primarily supplying dry starch.

At least four-fifths of the production workers in each industry were employed in mills with 40-hour weekly schedules (tables 9, 22, 35, and 48). Most of the remaining workers were on longer schedules, with as many as one-tenth of the workers in flour mills working a 48-hour week.

Formal provisions for second-shift work applied to four-fifths of the production workers in rice mills, and to virtually all workers in the other industries studied; while third-shift provisions covered three-fourths in rice mills and at least five-sixths in the other industries (tables 10, 23, 36, and 49). The proportion of workers actually employed on second shifts in September 1982 ranged from one-sixth in rice mills to three-tenths in blended flour plants. Third shifts employed roughly one-eighth of the workers in three industries, and one-fifth in wet corn mills (tables 11, 24, 37, and 50). Except in rice mills, workers typically received shift-pay differentials, nearly always as cents-per-hour additions to day-shift rates. In rice mills, such pay was provided for one-third of the second-shift workers and two-fifths of those on third shifts. Shift differentials usually amounted to 10 cents per hour in rice mills, 18 cents in flour mills and blended flour plants, and 20 cents in wet corn mills for second-shift work. The most common premiums for third-shift work were 15 cents per hour in rice mills, 25 cents in flour and blended flour plants, and 40 to 50 cents in wet corn mills. The amount of shift differential also varied by region.

Production workers covered by collective bargaining agreements acounted for approximately four-fifths of the wet corn or flour mill work force, almost three-fourths of those employed in blended flour mills, and almost one-half of the workers in rice mills. The major union in flour and blended flour plants is the American Federation of Grain Millers (AFL-CIO). No single union was predominant in the other two industries.

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Table 1. Flour and other grain mill products: Average hourly earnings by selected characteristics

(Number and average straight-time hourly earnings[1] of production workers by selected characteristics, United States and selected regions, September 1982)

Characteristic	United States[2]		Middle Atlantic		Southeast		Southwest		Great Lakes		Middle West		Mountain		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers[3]	8,115	$8.59	732	$10.35	902	$6.59	836	$6.92	2,263	$8.99	1,839	$8.33	468	$8.91	894	$10.40
Size of community:																
Metropolitan areas[4]	7,060	8.82	654	11.07	778	6.76	814	6.91	2,263	8.99	1,100	8.93	468	8.91	894	10.40
Nonmetropolitan areas	1,055	7.08	–	–	–	–	–	–	–	–	769	7.46	–	–	–	–
Size of establishment:																
20-99 workers	3,582	7.66	209	8.04	499	5.88	254	7.90	599	6.43	1,004	7.51	385	8.78	511	10.39
100 workers or more	4,533	9.33	553	11.22	403	7.47	582	6.50	1,664	9.91	865	9.28	–	–	383	10.41
Labor-management contract coverage:																
Establishments with-																
Majority of workers covered	6,410	9.22	654	11.07	294	8.10	739	7.17	1,664	9.91	1,773	8.46	351	8.88	894	10.40
None or minority of workers covered	1,705	6.24	–	–	608	5.86	–	–	599	6.43	96	5.95	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] Virtually all workers were men.

[4] Standard Metropolitan Statistical Areas as defined by the Office of Management and Budget through April 1980.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

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Table 2. Flour and other grain mill products: Earnings distribution

(Percent distribution of production workers by straight-time hourly earnings,[1] United States and selected regions, September 1982)

Hourly earnings	United States[2]	Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Number of workers	8,115	762	902	836	2,263	1,869	468	894
Average (mean) earnings[3]	$8.59	$10.35	$6.59	$6.92	$8.99	$8.33	$8.91	$10.40
Median[3]	8.88	11.00	7.01	7.04	9.16	8.09	9.26	10.31
Middle range:[3]								
1st quartile	7.25	10.46	5.10	5.04	8.02	7.43	8.82	9.89
3rd quartile	10.21	11.46	8.22	7.70	10.50	9.04	9.68	10.81
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under $4.00	1.6	-	[4] 11.2	-	.2	.2	.9	-
$4.00 and under $4.25	.5	-	4.1	-	-	-	-	-
$4.25 and under $4.50	1.1	3.1	1.6	.8	1.5	-	1.3	-
$4.50 and under $4.75	1.1	1.6	2.5	1.3	-	2.1	.4	-
$4.75 and under $5.00	1.2	.5	2.8	4.5	1.3	-	-	-
$5.00 and under $5.25	1.5	2.1	4.2	3.0	.4	-	4.7	-
$5.25 and under $5.50	2.1	.5	2.1	6.8	3.5	.7	-	-
$5.50 and under $5.75	1.6	-	5.3	3.7	1.8	.2	.4	-
$5.75 and under $6.00	1.4	.5	4.8	3.2	.7	-	1.7	-
$6.00 and under $6.25	1.7	.5	3.7	4.3	1.8	.1	1.7	-
$6.25 and under $6.50	1.0	-	3.5	1.4	.9	.5	-	-
$6.50 and under $6.75	3.2	.5	1.4	5.9	6.2	2.2	-	-
$6.75 and under $7.00	2.8	2.1	1.0	11.6	2.9	1.2	-	-
$7.00 and under $7.25	4.2	.5	8.2	17.2	.7	4.7	3.8	-
$7.25 and under $7.50	5.6	.5	4.7	6.2	-	18.6	-	-
$7.50 and under $7.75	3.2	.3	4.9	6.1	-	8.8	-	-
$7.75 and under $8.00	3.0	.3	4.3	4.5	3.0	4.9	.4	-
$8.00 and under $8.25	4.2	2.0	4.8	5.3	1.8	10.0	-	-
$8.25 and under $8.50	2.3	.3	9.8	3.6	2.2	1.1	-	-
$8.50 and under $8.75	3.3	.5	7.5	1.4	4.4	2.6	7.7	-
$8.75 and under $9.00	5.6	-	3.8	3.9	2.7	12.5	12.8	5.7
$9.00 and under $9.25	7.5	.9	1.1	1.4	14.7	9.2	13.5	1.2
$9.25 and under $9.50	5.8	.4	2.4	2.5	9.5	6.0	15.4	2.8
$9.50 and under $9.75	2.2	.5	-	1.1	2.9	.8	12.4	2.9
$9.75 and under $10.00	3.9	-	-	-	5.1	1.1	7.9	15.8
$10.00 and under $10.25	3.8	.8	-	-	3.6	3.0	6.2	15.1
$10.25 and under $10.50	4.3	6.6	-	-	2.5	4.0	3.2	17.4
$10.50 and under $10.75	4.1	15.1	.3	-	3.0	1.6	.9	12.9
$10.75 and under $11.00	3.0	8.7	-	-	3.6	1.2	1.9	6.8
$11.00 and under $11.25	5.7	21.0	-	-	10.5	1.3	.2	4.6
$11.25 and under $11.50	2.2	10.1	-	-	2.9	.1	1.9	2.5
$11.50 and under $11.75	3.0	3.5	-	-	5.4	1.2	-	7.9
$11.75 and under $12.00	.7	4.6	-	-	.2	.2	.6	1.1
$12.00 and over	1.5	[5] 11.9	-	-	[6]	-	-	3.2

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] See appendix A for method used to compute means, medians, and middle ranges of earnings.

[4] Workers were distributed as follows: 1.1 percent at $3.35 and under $3.40; 0.7 percent at $3.40 and under $3.50; 2.4 percent at $3.50 and under $3.60; 1.2 percent at $3.60 and under $3.70; 1.0 percent at $3.70 and under $3.80; 4.1 percent at $3.80 and under $3.90; and 0.7 percent at $3.90 and under $4.00.

[5] Workers were distributed as follows: 1.3 percent at $12 and under $12.25; 4.7 percent at $12.25 and under $12.50; 5.4 percent at $12.50 and under $12.75; 0.1 percent at $12.75 and under $13.00; and 0.4 percent at $13.00 and over.

[6] Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.

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Table 3. Flour and other grain mill products: Occupational averages—all establishments

(Number and average straight-time hourly earnings[1] of workers in selected occupations, United States and selected regions, September 1982)

Department and occupation	United States[2]		Middle Atlantic		Southeast		Southwest		Great Lakes		Middle West		Mountain		Pacific	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations																
Cleaners, bulk	95	$8.98	19	$10.68	–	–	12	$5.93	–	–	–	–	–	–	–	–
Receivers	264	8.56	52	10.97	42	$6.65	14	7.60	64	$7.74	61	$8.66	14	$8.95	11	$10.27
Weighers	104	8.36	9	8.20	12	6.54	13	6.78	–	–	46	8.55	11	9.73	–	–
Processing																
Processors[3]	1,273	8.88	124	10.54	138	6.90	127	7.76	358	9.17	306	8.51	79	9.38	114	10.96
Blenders	199	9.00	28	10.06	35	6.78	–	–	56	10.26	–	–	–	–	22	10.41
Bolters	154	9.00	16	10.05	–	–	18	8.32	37	8.60	48	8.80	11	9.88	15	10.59
Millers, flour	448	8.71	26	10.65	80	6.87	23	8.00	103	8.13	107	8.78	25	9.35	68	11.29
Roll tenders	110	9.11	21	11.48	–	–	22	7.68	–	–	43	8.89	–	–	–	–
Packing																
Packers	1,068	7.72	91	8.38	167	6.59	95	6.72	365	7.72	187	8.02	52	7.93	89	10.12
Feed	210	7.09	–	–	26	5.84	12	6.99	118	7.43	27	8.04	–	–	–	–
Flour	858	7.87	78	8.98	141	6.73	83	6.68	247	7.86	160	8.01	48	7.86	87	10.11
Material movement																
Laborers, material handling	925	7.95	–	–	94	5.67	95	6.43	182	8.74	394	8.02	49	8.89	67	9.83
Power-truck operators	312	9.22	38	10.16	32	6.79	28	6.54	–	–	58	9.10	18	8.22	72	10.24
Forklift operators	297	9.31	37	10.14	28	6.89	21	6.68	–	–	56	9.04	18	8.22	71	10.24
Power-truck operators (other than forklift)	15	7.31	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Maintenance																
Electricians	101	10.68	13	12.35	11	8.97	–	–	43	10.86	14	9.02	6	11.52	11	12.14
Mechanics, general	360	9.42	–	–	42	7.82	41	8.11	122	9.81	77	8.73	18	10.34	40	11.52
Millwrights	148	10.88	42	12.05	13	8.90	–	–	–	–	27	9.25	–	–	–	–
Oilers	183	8.52	15	8.98	–	–	22	6.28	68	8.75	35	8.23	–	–	26	10.07
Sheet-metal workers	54	10.80	–	–	–	–	–	–	33	10.99	7	11.02	–	–	–	–
Service and custodial																
Guards	22	5.55	–	–	16	4.44	–	–	–	–	–	–	–	–	–	–
Janitors	515	8.52	62	10.01	54	6.73	8	6.42	173	8.68	118	8.25	26	8.03	62	9.76

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] Includes data for subcategories in addition to those shown separately.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

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Table 4. Flour and other grain mill products: Occupational averages by size of community

(Number and average straight-time hourly earnings[1] of workers in selected occupations, United States and selected regions, September 1982)

Department and occupation	United States[2]				Middle Atlantic		Southeast		Southwest		Great Lakes		Middle West				Mountain		Pacific	
	Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas		Metropolitan areas		Nonmetropolitan areas		Metropolitan areas		Metropolitan areas	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations																				
Cleaners, bulk	73	$9.45	–	–	15	$11.54	–	–	12	$5.93	–	–	–	–	–	–	–	–	–	–
Receivers	231	8.65	33	$7.90	52	10.97	42	$6.65	12	7.56	64	$7.74	32	$9.29	29	$7.97	14	$8.95	11	$10.27
Weighers	80	8.57	24	7.68	–	–	12	6.54	13	6.78	–	–	26	8.94	20	8.04	11	9.73	–	–
Processing																				
Processors[3]	1,061	9.11	212	7.69	100	11.19	118	7.05	127	7.76	358	9.17	148	9.21	158	7.86	79	9.38	114	10.96
Blenders	168	9.27	31	7.59	20	11.32	33	6.85	–	–	56	10.26	11	9.03	–	–	–	–	22	10.41
Bolters	126	9.43	–	–	12	11.73	–	–	18	8.32	37	8.60	24	10.17	–	–	11	9.88	15	10.59
Millers, flour	369	8.90	79	7.84	18	11.58	62	7.11	23	8.00	103	8.13	61	9.10	46	8.36	25	9.35	68	11.29
Roll tenders	85	9.28	–	–	17	11.54	–	–	22	7.68	–	–	22	9.75	–	–	–	–	–	–
Packing																				
Packers	892	7.96	176	6.48	55	10.95	127	6.94	87	6.68	365	7.72	97	8.34	90	7.67	52	7.93	89	10.12
Feed	180	7.30	30	5.83	–	–	20	6.00	12	6.99	118	7.43	15	8.53	–	–	–	–	–	–
Flour	712	8.13	146	6.61	54	11.00	107	7.12	75	6.63	247	7.86	82	8.30	78	7.71	48	7.86	87	10.11
Material movement																				
Laborers, material handling	732	8.12	193	7.30	–	–	84	5.74	95	6.43	182	8.74	218	8.44	176	7.49	49	8.89	67	9.83
Power-truck operators	292	9.38	20	6.80	30	11.01	24	7.09	28	6.54	–	–	54	9.16	–	–	18	8.22	72	10.24
Forklift operators	279	9.47	18	6.87	29	11.01	22	7.19	21	6.68	–	–	52	9.10	–	–	18	8.22	71	10.24
Power-truck operators (other than forklift)	13	7.48	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Maintenance																				
Electricians	93	10.92	–	–	13	12.35	11	8.97	–	–	43	10.86	6	10.39	–	–	6	11.52	11	12.14
Mechanics, general	320	9.62	40	7.79	–	–	38	8.04	39	8.12	122	9.81	47	9.20	30	7.99	18	10.34	40	11.52
Millwrights	128	11.29	20	8.24	38	12.35	13	8.90	–	–	–	–	–	–	–	–	–	–	–	–
Oilers	163	8.70	20	6.99	11	10.04	–	–	22	6.28	68	8.75	19	9.07	–	–	–	–	26	10.07
Sheet-metal workers	54	10.80	–	–	–	–	–	–	–	–	33	10.99	7	11.02	–	–	–	–	–	–
Service and custodial																				
Guards	14	6.72	–	–	–	–	8	5.39	–	–	–	–	–	–	–	–	–	–	–	–
Janitors	493	8.65	22	5.58	58	10.38	50	6.84	8	6.42	173	8.68	109	8.48	9	5.50	26	8.03	62	9.78

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] Includes data for subcategories in addition to those shown separately.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

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Table 5. Flour and other grain mill products: Occupational averages by size of establishment

(Number and average straight-time hourly earnings[1] of workers in selected occupations, United States and selected regions, September 1982)

Department and occupation	United States[2]				Middle Atlantic				Southeast				Southwest			
	Establishments with–															
	20-99 workers		100 workers or more		20-99 workers		100 workers or more		20-99 workers		100 workers or more		20-99 workers		100 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations																
Cleaners, bulk	60	$8.84	35	$9.22	–	–	12	$11.61	–	–	–	–	–	–	9	$5.86
Receivers	124	7.44	140	9.55	–	–	–	–	22	$6.49	20	$6.82	–	–	9	7.12
Weighers	51	7.99	53	8.72	–	–	–	–	–	–	–	–	–	–	10	6.81
Processing																
Processors[3]	700	8.08	573	9.85	47	$9.08	77	11.43	100	5.64	38	7.57	53	$8.29	74	7.38
Blenders	111	7.94	88	10.34	–	–	18	11.70	28	6.50	–	–	–	–	–	–
Bolters	72	7.95	82	9.92	–	–	12	11.73	–	–	–	–	–	–	9	7.36
Millers, flour	311	8.29	137	9.68	18	10.01	–	–	62	6.63	18	7.69	–	–	15	7.89
Roll tenders	52	8.28	58	9.85	–	–	17	11.54	–	–	–	–	–	–	–	–
Packing																
Packers	573	6.85	495	8.72	–	–	36	11.08	79	5.31	88	7.75	20	7.43	75	6.53
Feed	105	5.76	105	8.41	–	–	–	–	–	–	17	6.42	–	–	9	6.31
Flour	468	7.10	390	8.81	42	7.18	36	11.08	70	5.38	71	8.07	17	7.15	66	6.56
Material movement																
Laborers, material handling	438	7.24	487	8.59	9	7.12	–	–	62	5.49	32	6.01	24	6.79	71	6.31
Power-truck operators	98	8.43	214	9.57	–	–	27	11.32	–	–	22	7.39	–	–	28	6.54
Forklift operators	96	8.48	201	9.71	–	–	26	11.34	–	–	20	7.53	–	–	21	6.68
Power-truck operators (other than forklift)	–	–	13	7.48	–	–	–	–	–	–	–	–	–	–	–	–
Maintenance																
Electricians	31	10.05	70	10.97	–	–	13	12.35	–	–	9	8.99	–	–	–	–
Mechanics, general	155	8.51	205	10.10	–	–	–	–	29	7.92	13	7.59	17	8.95	24	7.51
Millwrights	51	10.10	97	11.29	–	–	36	12.34	–	–	13	8.90	–	–	–	–
Oilers	65	8.27	118	8.66	10	8.07	–	–	–	–	–	–	–	–	22	6.28
Sheet-metal workers	–	–	54	10.80	–	–	–	–	–	–	–	–	–	–	–	–
Service and custodial																
Guards	–	–	11	7.57	–	–	–	–	–	–	–	–	–	–	–	–
Janitors	175	7.38	340	9.11	–	–	56	10.43	17	5.97	37	7.07	–	–	–	–

See footnotes at end of table.

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Table 5. Flour and other grain mill products: Occupational averages by size of establishment—Continued

(Number and average straight-time hourly earnings[1] of workers in selected occupations, United States and selected regions, September 1982)

Department and occupation	Great Lakes				Middle West				Mountain		Pacific			
	Establishments with–													
	20-99 workers		100 workers or more		20-99 workers		100 workers or more		20-99 workers		20-99 workers		100 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations														
Cleaners, bulk	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Receivers	40	$6.61	–	–	32	$7.95	29	$9.45	13	$8.91	–	–	6	$10.09
Weighers	–	–	–	–	23	8.04	–	–	8	9.78	–	–	–	–
Processing														
Processors[3]	127	6.92	231	$10.40	198	7.85	108	9.72	68	9.30	80	$11.05	34	10.74
Blenders	–	–	–	–	–	–	–	–	–	–	20	10.35	–	–
Bolters	–	–	22	9.95	–	–	24	10.17	8	9.97	9	10.44	–	–
Millers, flour	65	7.02	–	–	72	8.26	35	9.86	22	9.21	–	–	20	10.80
Roll tenders	–	–	–	–	–	–	22	9.75	–	–	–	–	–	–
Packing														
Packers	164	5.83	201	9.26	131	7.58	56	9.04	47	7.76	–	–	34	9.76
Feed	–	–	–	–	–	–	15	8.53	–	–	–	–	–	–
Flour	107	5.97	140	9.30	119	7.60	41	9.22	44	7.70	–	–	32	9.73
Material movement														
Laborers, material handling	50	6.20	132	9.70	210	7.47	184	8.64	–	–	33	9.89	34	9.76
Power-truck operators	–	–	–	–	17	7.71	41	9.67	14	7.88	40	10.26	32	10.23
Forklift operators	–	–	–	–	17	7.71	39	9.62	14	7.88	40	10.26	31	10.23
Power-truck operators (other than forklift)	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Maintenance														
Electricians	–	–	35	11.18	–	–	6	10.39	–	–	–	–	–	–
Mechanics, general	28	7.53	94	10.48	45	8.05	32	9.68	17	10.32	12	11.53	28	11.51
Millwrights	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Oilers	–	–	58	9.06	–	–	19	9.07	–	–	21	10.06	–	–
Sheet-metal workers	–	–	33	10.99	–	–	7	11.02	–	–	–	–	–	–
Service and custodial														
Guards	–	–	–	–	–	–	–	–	–	–	–	–	–	–
Janitors	–	–	138	9.24	42	6.95	76	8.97	19	7.61	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] Includes data for subcategories in addition to those shown separately.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

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Table 6. Flour and other grain mill products: Occupational averages by union contract status

(Number and average straight-time hourly earnings[1] of workers in selected occupations, United States and selected regions, September 1982)

Department and occupation	United States[2]				Middle Atlantic		Southeast				Southwest	
	Union[3]		Nonunion[4]		Union[3]		Union[3]		Nonunion[4]		Union[3]	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations												
Cleaners, bulk	86	$9.26	9	$6.27	15	$11.54	–	–	–	–	9	$6.29
Receivers	186	9.38	78	6.59	52	10.97	13	$7.78	29	$6.14	14	7.60
Weighers	90	8.72	14	6.08	–	–	–	–	10	6.17	13	6.78
Processing												
Processors[5]	942	9.49	331	7.12	100	11.19	31	7.89	107	6.61	125	7.77
Blenders	141	9.79	58	7.09	20	11.32	–	–	28	6.50	–	–
Bolters	135	9.38	–	–	12	11.73	–	–	–	–	18	8.32
Millers, flour	280	9.67	168	7.11	18	11.58	12	8.03	68	6.66	21	8.05
Roll tenders	103	9.16	–	–	17	11.54	–	–	–	–	22	7.68
Packing												
Packers	708	8.75	360	5.70	55	10.95	66	8.44	101	5.38	82	6.97
Feed	110	8.64	100	5.38	–	–	6	8.37	20	5.09	10	7.38
Flour	598	8.77	260	5.82	54	11.00	60	8.45	81	5.46	72	6.91
Material movement												
Laborers, material handling	734	8.45	191	6.03	–	–	10	7.66	84	5.43	74	6.86
Power-truck operators	272	9.64	40	6.30	30	11.01	13	8.27	19	5.78	26	6.66
Forklift operators	261	9.72	36	6.33	29	11.01	13	8.27	15	5.70	19	6.86
Power-truck operators (other than forklift)	11	7.75	–	–	–	–	–	–	–	–	–	–
Maintenance												
Electricians	88	10.90	13	9.19	13	12.35	–	–	–	–	–	–
Mechanics, general	279	9.94	81	7.61	–	–	–	–	35	7.70	39	8.15
Millwrights	138	11.02	10	9.02	38	12.35	12	8.96	–	–	–	–
Oilers	156	8.88	27	6.43	11	10.04	–	–	–	–	16	6.80
Sheet-metal workers	52	10.92	–	–	–	–	–	–	–	–	–	–
Service and custodial												
Guards	–	–	16	3.98	–	–	–	–	14	3.87	–	–
Janitors	429	5.09	86	5.71	58	10.38	24	8.24	30	5.52	–	–

See footnotes at end of table.

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Table 6. Flour and other grain mill products: Occupational averages by union contract status—Continued

(Number and average straight-time hourly earnings[1] of workers in selected occupations, United States and selected regions, September 1982)

Department and occupation	Great Lakes				Middle West		Mountain		Pacific	
	Union[3]		Nonunion[4]		Union[3]		Union[3]		Union[3]	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations										
Cleaners, bulk	–	–	–	–	–	–	–	–	–	–
Receivers	–	–	40	$6.61	61	$8.66	8	$9.12	11	$10.27
Weighers	–	–	–	–	46	8.55	11	9.73	–	–
Processing										
Processors[5]	231	$10.40	127	6.92	296	8.57	40	9.56	114	10.96
Blenders	–	–	–	–	–	–	–	–	22	10.41
Bolters	22	9.95	–	–	48	8.80	11	9.88	15	10.59
Millers, flour	–	–	65	7.02	105	8.81	16	9.11	68	11.29
Roll tenders	–	–	–	–	43	8.89	–	–	–	–
Packing										
Packers	201	9.26	164	5.83	176	8.11	31	7.28	89	10.12
Feed	–	–	–	–	27	8.04	–	–	–	–
Flour	140	9.30	107	5.97	149	8.12	30	7.21	87	10.11
Material movement										
Laborers, material handling	132	9.70	50	6.20	393	8.02	22	9.24	67	9.83
Power-truck operators	–	–	–	–	51	9.37	18	8.22	72	10.24
Forklift operators	–	–	–	–	49	9.32	18	8.22	71	10.24
Power-truck operators (other than forklift)	–	–	–	–	–	–	–	–	–	–
Maintenance										
Electricians	35	11.18	–	–	14	9.02	6	11.52	11	12.14
Mechanics, general	94	10.48	28	7.53	70	8.90	15	10.47	40	11.52
Millwrights	–	–	–	–	27	9.25	–	–	–	–
Oilers	58	9.06	–	–	35	8.23	–	–	26	10.07
Sheet-metal workers	33	10.99	–	–	7	11.02	–	–	–	–
Service and custodial										
Guards	–	–	–	–	–	–	–	–	–	–
Janitors	138	9.24	–	–	114	8.40	26	8.03	62	9.78

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] Includes data for establishments with a majority of workers covered by labor-management agreements.

[4] Includes data for establishments with none or a minority of workers covered by labor-management agreements.

[5] Includes data for subcategories in addition to those shown separately.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

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Table 7. Flour and other grain mill products: Occupational earnings distribution—all establishments

(Percent distribution of workers by straight-time hourly earnings,[1] selected occupations, United States, September 1982)

Hourly earnings	Elevator operations			Processing					Packing		
	Bulk cleaners	Receivers	Weighers	Processors[2]	Blenders	Bolters	Flour millers	Roll tenders	Packers	Feed packers	Flour packers
Number of workers	95	264	104	1,273	199	154	448	110	1,068	210	858
Average (mean) earnings[3]	$8.98	$8.56	$8.36	$8.88	$9.00	$9.00	$8.71	$9.11	$7.72	$7.09	$7.87
Median earnings[3]	9.37	8.41	8.43	8.86	8.64	9.25	8.68	9.07	8.02	7.22	8.04
Middle range:[3]											
1st quartile	7.42	7.34	7.58	7.43	8.13	7.43	7.18	7.89	6.04	5.30	6.10
3rd quartile	10.27	10.66	9.29	10.53	11.08	10.78	9.98	10.40	9.29	9.00	9.29
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
$3.35 and under $3.40	-	.4	-	-	-	-	-	-	.1	.5	-
$3.40 and under $3.50	-	-	-	-	-	-	-	-	.2	.5	.1
$3.50 and under $3.60	-	-	-	-	-	-	-	-	.2	-	.2
$3.60 and under $3.70	-	-	-	.2	.5	-	-	.9	.6	2.4	.1
$3.70 and under $3.80	-	.4	-	.1	.5	-	-	-	.7	.5	.7
$3.80 and under $3.90	-	.4	-	.4	.5	-	.9	-	.3	.5	.2
$3.90 and under $4.00	-	-	-	-	-	-	-	-	.1	-	.1
$4.00 and under $4.25	-	1.1	-	.1	.5	-	-	-	.7	.5	.7
$4.25 and under $4.50	-	-	1.0	.3	1.5	-	-	-	5.2	11.9	3.6
$4.50 and under $4.75	-	.8	-	.9	2.0	-	.9	.9	.7	-	.8
$4.75 and under $5.00	2.1	-	1.0	.6	1.0	-	.9	.9	.9	1.0	.9
$5.00 and under $5.25	2.1	.4	3.8	.9	-	2.6	.4	-	4.8	7.1	4.2
$5.25 and under $5.50	3.2	1.9	-	.9	-	-	1.6	-	4.0	5.7	3.6
$5.50 and under $5.75	-	3.8	1.9	1.3	1.0	-	.2	-	3.7	1.0	4.3
$5.75 and under $6.00	-	1.1	3.8	1.2	-	.6	3.1	-	1.3	1.4	1.3
$6.00 and under $6.25	3.2	5.7	-	1.6	-	1.3	3.8	.9	3.9	1.9	4.4
$6.25 and under $6.50	-	1.1	-	1.7	-	-	4.9	-	.9	-	1.2
$6.50 and under $6.75	1.1	2.7	2.9	2.9	1.5	9.7	.9	8.2	1.4	4.3	.7
$6.75 and under $7.00	-	2.3	-	2.8	4.5	-	5.4	2.7	6.5	10.0	5.6
$7.00 and under $7.25	-	.8	7.7	3.5	6.5	3.9	2.2	-	3.5	1.0	4.1
$7.25 and under $7.50	26.3	6.1	-	7.9	1.5	15.6	.9	-	6.2	8.1	5.7
$7.50 and under $7.75	-	4.5	5.8	1.3	2.0	1.9	1.3	-	3.8	.5	4.7
$7.75 and under $8.00	-	8.7	-	5.5	1.0	1.9	7.6	16.4	.4	1.0	.2
$8.00 and under $8.25	-	5.7	18.3	7.5	16.6	-	8.9	-	4.4	2.4	4.9
$8.25 and under $8.50	-	3.0	4.8	2.4	1.5	1.9	4.0	2.7	4.3	1.4	5.0
$8.50 and under $8.75	-	6.8	1.0	3.5	7.5	1.9	2.9	10.9	2.0	2.4	1.9
$8.75 and under $9.00	-	3.4	13.5	6.5	-	-	9.4	3.6	5.6	3.8	6.1
$9.00 and under $9.25	11.6	1.9	6.7	4.0	4.5	3.9	-	13.6	6.6	8.6	6.1
$9.25 and under $9.50	3.2	2.3	4.8	4.6	.5	17.5	5.1	-	11.3	20.0	9.2
$9.50 and under $9.75	-	1.1	11.5	1.6	2.0	3.9	1.6	-	1.5	-	1.9
$9.75 and under $10.00	3.2	0.4	1.0	4.2	4.5	-	9.4	-	0.5	-	0.6

See footnotes at end of table.

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Table 7. Flour and other grain mill products: Occupational earnings distribution—all establishments—Continued

(Percent distribution of workers by straight-time hourly earnings,[1] selected occupations, United States, September 1982)

Hourly earnings	Elevator operations			Processing					Packing		
	Bulk cleaners	Receivers	Weighers	Processors[2]	Blenders	Bolters	Flour millers	Roll tenders	Packers	Feed packers	Flour packers
$10.00 and under $10.25	18.9	4.2	1.9	2.3	2.0	3.9	2.9	2.7	.5	-	.6
$10.25 and under $10.50	9.5	2.3	1.9	3.4	9.5	-	.7	13.6	4.1	1.0	4.9
$10.50 and under $10.75	-	2.3	1.9	3.0	1.0	3.9	.7	2.7	2.2	-	2.8
$10.75 and under $11.00	-	3.8	1.0	2.4	-	3.9	.7	5.5	1.9	-	2.3
$11.00 and under $11.25	3.2	20.5	2.9	11.2	16.6	12.3	2.9	3.6	3.5	1.0	4.1
$11.25 and under $11.50	9.5	-	1.0	1.4	3.0	1.9	.7	-	1.7	-	2.1
$11.50 and under $11.75	-	-	-	4.7	2.5	1.9	11.4	-	.1	-	.1
$11.75 and under $12.00	-	.4	-	2.4	3.5	3.2	2.2	7.3	-	-	-
$12.00 and under $12.25	3.2	-	-	.5	-	1.9	.9	-	-	-	-
$12.25 and under $12.50	-	-	-	.5	-	-	.7	2.7	-	-	-
$12.50 and under $12.75	-	-	-	-	-	-	-	-	-	-	-
$12.75 and under $13.00	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

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Table 7. Flour and other grain mill products: Occupational earnings distribution—all establishments—Continued

(Percent distribution of workers by straight-time hourly earnings,[1] selected occupations, United States, September 1982)

Hourly earnings	Material movement				Maintenance					Service/custodial	
	Laborers	Power-truck operators	Forklift operators	Other power-truck operators	Electricians	General mechanics	Millwrights	Oilers	Sheet-metal workers	Guards	Janitors
Number of workers	925	312	297	15	101	360	148	183	54	22	515
Average (mean) earnings[2]	$7.95	$9.22	$9.31	$7.31	$10.68	$9.42	$10.88	$8.52	$10.80	$5.55	$8.52
Median earnings[2]	8.04	9.48	9.64	6.16	11.31	9.67	11.57	8.87	11.57	4.15	8.91
Middle range:[3]											
1st quartile	7.01	8.02	8.29	6.02	9.30	8.00	10.08	7.31	9.78	3.50	7.46
3rd quartile	9.00	10.88	10.88	10.30	11.75	11.04	11.69	9.66	11.62	8.50	10.02
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
$3.35 and under $3.40	.2	-	-	-	-	-	-	-	-	18.2	.8
$3.40 and under $3.50	-	-	-	-	-	-	-	-	-	-	.2
$3.50 and under $3.60	1.2	-	-	-	-	-	-	-	-	13.6	.2
$3.60 and under $3.70	.1	-	-	-	-	-	-	-	-	9.1	.4
$3.70 and under $3.80	.2	.3	.3	-	-	-	-	-	-	-	-
$3.80 and under $3.90	-	1.6	1.7	-	-	-	-	-	-	9.1	1.4
$3.90 and under $4.00	.1	-	-	-	-	-	-	-	-	-	.4
$4.00 and under $4.25	.2	-	-	-	-	-	-	-	-	-	.4
$4.25 and under $4.50	.8	-	-	-	-	-	-	-	-	-	2.1
$4.50 and under $4.75	.9	.3	.3	-	-	.3	-	-	-	4.5	.8
$4.75 and under $5.00	3.5	.3	.3	-	-	-	-	2.7	-	13.6	.6
$5.00 and under $5.25	.9	-	-	-	-	.8	-	.5	-	-	.4
$5.25 and under $5.50	1.8	.6	.7	-	-	-	-	2.7	-	-	3.7
$5.50 and under $5.75	.5	2.6	2.0	13.3	-	.3	-	2.2	-	-	.6
$5.75 and under $6.00	1.8	1.6	1.3	6.7	-	.6	-	-	-	-	.2
$6.00 and under $6.25	1.4	2.2	.3	40.0	-	-	.7	2.2	-	4.5	.4
$6.25 and under $6.50	.1	1.3	1.3	-	-	1.9	-	-	-	-	-
$6.50 and under $6.75	6.5	1.6	1.7	-	-	4.7	-	-	-	-	1.9
$6.75 and under $7.00	3.1	3.5	3.0	13.3	-	.6	-	1.6	1.9	-	.6
$7.00 and under $7.25	8.5	3.2	3.4	-	-	6.4	.7	10.4	-	-	5.0
$7.25 and under $7.50	10.7	2.2	2.4	-	-	.6	-	7.7	1.9	-	5.2
$7.50 and under $7.75	5.2	2.9	3.0	-	-	3.6	.7	1.1	1.9	-	.4
$7.75 and under $8.00	1.2	-	-	-	4.0	5.0	2.7	-	-	-	4.1
$8.00 and under $8.25	3.8	2.9	3.0	-	8.9	5.6	8.8	1.6	1.9	-	3.5
$8.25 and under $8.50	1.0	2.2	2.4	-	1.0	1.7	3.4	4.9	5.6	-	5.8
$8.50 and under $8.75	10.3	1.6	1.7	-	-	3.3	-	9.8	-	9.1	2.7
$8.75 and under $9.00	8.9	7.1	7.4	-	6.9	3.3	-	6.6	-	-	11.3
$9.00 and under $9.25	8.2	4.5	4.7	-	3.0	1.9	3.4	18.6	-	-	10.9
$9.25 and under $9.50	1.1	8.3	8.8	-	4.0	8.6	4.1	2.2	-	-	.2
$9.50 and under $9.75	1.1	1.0	1.0	-	-	4.7	-	2.7	-	-	.2
$9.75 and under $10.00	2.4	1.0	1.0	-	3.0	14.2	-	3.8	16.7	-	8.5

See footnotes at end of table.

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Table 7. Flour and other grain mill products: Occupational earnings distribution—all establishments—Continued

(Percent distribution of workers by straight-time hourly earnings,[1] selected occupations, United States, September 1982)

Hourly earnings	Material movement				Maintenance					Service/custodial	
	Laborers	Power-truck operators	Forklift operators	Other power-truck operators	Electricians	General mechanics	Millwrights	Oilers	Sheet-metal workers	Guards	Janitors
$10.00 and under $10.25	4.1	1.3	1.3	–	–	.6	3.4	5.5	3.7	–	13.0
$10.25 and under $10.50	3.6	13.8	14.1	6.7	5.9	1.4	3.4	8.2	3.7	18.2	7.8
$10.50 and under $10.75	3.0	4.8	4.4	13.3	5.9	.3	4.1	1.1	–	–	6.0
$10.75 and under $11.00	1.9	5.8	5.7	6.7	–	1.7	–	3.8	–	–	.4
$11.00 and under $11.25	1.6	16.0	16.8	–	6.9	6.4	–	–	–	–	
$11.25 and under $11.50	–	5.4	5.7	–	3.0	6.4	2.7	–	7.4	–	–
$11.50 and under $11.75	.1	–	–	–	20.8	8.6	38.5	–	1.9	–	–
$11.75 and under $12.00	–	–	–	–	12.9	–	2.0	–	40.7	–	–
$12.00 and under $12.25	–	–	–	–	–	2.8	–	–	–	–	–
$12.25 and under $12.50	–	–	–	–	6.9	.6	16.9	–	–	–	–
$12.50 and under $12.75	–	–	–	–	5.9	3.3	4.7	–	–	–	–
$12.75 and under $13.00	–	–	–	–	1.0	–	–	–	13.0	–	–
									–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Includes data for subcategories in addition to those shown separately.
[3] See appendix A for method used to compute means, medians, and middle ranges of earnings.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.

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Table 8. Flour and other grain mill products: Method of wage payment

(Percent of production workers by method of wage payment,[1] United States and selected regions, September 1982)

Method	United States[2]	Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers	100	100	100	100	100	100	100	100
Time-rated workers	100	100	100	100	100	100	100	100
Formal plans	93	100	74	100	88	100	100	100
Single rate	86	86	46	88	85	97	100	100
Range of rates	8	14	27	12	3	3	-	-
Individual rates	7	-	27	-	12	-	-	-
Incentive workers	-	-	-	-	-	-	-	-

[1] For definition of method of wage payment, see appendix A.

[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

Table 9. Flour and other grain mill products: Scheduled weekly hours

(Percent of production workers by scheduled weekly hours,[1] United States and selected regions, September 1982)

Weekly hours	United States[2]	Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers	100	100	100	100	100	100	100	100
37.5 hours	[3]	-	-	-	-	-	-	-
40 hours	80	87	88	100	67	77	100	81
42 and under 43 hours	2	-	-	-	6	-	-	-
44 hours	4	-	6	-	11	-	-	4
45 hours	3	-	-	-	10	-	-	-
46 hours	[3]	-	3	-	-	-	-	-
48 hours	10	13	-	-	7	23	-	14
50 hours	[3]	-	3	-	-	-	-	-

[1] Data relate to the predominant schedule for full-time day-shift workers in each establishment.

[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.

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Table 10. Flour and other grain mill products: Shift differential provisions

(Percent of production workers by shift differential provisions,[1] United States and selected regions, September 1982)

Shift differential	United States[2]	Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Second shift								
Workers in establishments with second-shift provisions	98.8	100.0	96.0	100.0	100.0	98.4	100.0	100.0
With shift differential	92.2	100.0	77.6	100.0	84.6	98.4	100.0	100.0
Uniform cents per hour	91.2	100.0	77.6	100.0	84.6	97.4	85.0	100.0
8 cents	.3	–	2.8	–	–	–	–	–
10 cents	5.7	–	13.7	11.6	6.8	2.6	–	–
12 cents	3.2	–	–	2.6	10.6	–	–	–
15 cents	12.7	–	14.2	46.3	–	25.7	–	4.1
17 cents	1.3	–	11.8	–	–	–	–	–
18 cents	43.1	72.6	26.9	17.6	39.0	38.7	85.0	58.2
20 cents	13.7	4.7	–	17.1	17.2	11.1	–	37.7
22 cents	.8	8.5	–	–	–	–	–	–
23 cents	1.2	–	–	–	–	5.2	–	–
25 cents	9.0	14.2	8.2	4.8	10.8	14.1	–	–
Other formal paid differential[3]	1.1	–	–	–	–	1.0	15.0	–
Third shift								
Workers in establishments with third-shift provisions	95.0	85.8	91.4	100.0	95.1	95.8	100.0	100.0
With shift differential	90.3	85.8	77.6	100.0	84.6	95.8	100.0	100.0
Uniform cents per hour	89.2	85.8	77.6	100.0	84.6	94.9	85.0	100.0
10 cents	.8	–	2.8	–	–	–	–	–
15 cents	3.0	–	13.7	14.2	–	–	–	–
18 cents	.9	–	–	–	–	4.1	–	–
20 cents	8.9	–	9.3	24.5	10.6	6.4	–	8.3
22 cents	5.6	8.5	–	–	–	15.7	–	11.0
24 cents	3.1	–	23.9	–	–	–	–	–
25 cents	47.3	72.6	22.9	39.4	51.6	49.3	85.0	29.8
28 cents	1.2	–	–	–	–	5.2	–	–
30 cents	10.6	4.7	–	17.1	11.5	14.1	–	17.4
35 cents	7.2	–	–	4.8	10.8	–	–	33.6
37 cents	.5	–	4.9	–	–	–	–	–
Other formal paid differential[3]	1.1	–	–	–	–	1.0	15.0	–

[1] Refers to policies of establishments currently operating late shifts or having provisions covering late shifts.

[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] Includes establishments providing a paid lunch period not given day-shift workers.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

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Table 11. Flour and other grain mill products: Shift differential practices

(Percent of production workers employed on late shifts by amount of pay differential, United States and selected regions, September 1982)

Shift differential	United States[1]	Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Second shift								
Workers employed on second shift	19.7	16.7	26.8	16.0	21.1	17.9	20.1	19.7
Receiving differential	18.7	16.7	23.5	16.0	19.1	17.9	20.1	19.7
Uniform cents per hour	18.5	16.7	23.5	16.0	19.1	17.7	16.2	19.7
8 cents	([2])	-	.3	-	-	-	-	-
10 cents	1.1	-	6.4	.2	1.1	-	-	-
12 cents	.5	-	-	.2	1.8	-	-	-
15 cents	2.5	-	5.0	7.9	-	4.1	-	1.3
17 cents	.4	-	3.4	-	-	-	-	-
18 cents	9.1	14.0	6.7	5.4	8.8	8.2	16.2	10.5
20 cents	3.1	.5	-	1.8	6.0	1.6	-	7.8
22 cents	.2	2.1	-	-	-	-	-	-
23 cents	.3	-	-	-	-	1.2	-	-
25 cents	1.2	-	1.7	.5	1.5	2.6	-	-
Other formal paid differential[3]	.3	-	-	-	-	.2	3.8	-
Third shift								
Workers employed on third shift	12.2	12.3	11.9	9.9	13.8	12.6	10.7	11.3
Receiving differential	11.8	12.3	10.5	9.9	13.2	12.6	10.7	11.3
Uniform cents per hour	11.8	12.3	10.5	9.9	13.2	12.5	9.8	11.3
10 cents	([2])	-	.3	-	-	-	-	-
15 cents	.1	-	.7	.5	-	-	-	-
18 cents	.1	-	-	-	-	.3	-	-
20 cents	1.1	-	2.8	1.1	1.1	.9	-	1.5
22 cents	.7	1.2	-	-	-	2.2	-	.8
24 cents	.4	-	2.8	-	-	-	-	-
25 cents	7.5	10.8	3.7	7.9	10.3	7.0	9.8	2.3
28 cents	.1	-	-	-	-	.5	-	-
30 cents	.9	.4	-	-	.8	1.6	-	2.7
35 cents	.8	-	-	.5	1.0	-	-	4.0
37 cents	([2])	-	.3	-	-	-	-	-
Other formal paid differential[3]	.1	-	-	-	-	.2	.9	-

[1] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[2] Less than 0.05 percent.

[3] Includes establishments providing a paid lunch period not given day-shift workers.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

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Table 12. Flour and other grain mill products: Paid holidays

(Percent of production workers in establishments with formal provisions for paid holidays, United States and selected regions, September 1982)

Number of paid holidays	United States[1]	Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers	100	100	100	100	100	100	100	100
Workers in establishments providing paid holidays	100	100	100	100	100	100	100	100
2 days	[2]	-	1	-	-	-	-	-
5 days	1	-	7	-	-	-	-	-
6 days	6	-	21	12	6	4	-	-
6 days plus 1 or 2 half days	3	-	-	-	12	-	-	-
7 days	3	-	20	-	-	-	15	-
7 days plus 1 half day	[2]	-	3	-	-	-	-	-
8 days	1	-	-	-	-	-	-	-
9 days	8	-	9	39	5	6	-	-
9 days plus 2 half days	1	-	12	-	-	-	-	-
10 days	6	-	26	17	6	-	-	-
11 days	14	-	-	5	4	47	-	15
12 days	40	69	-	28	34	30	85	85
12 days plus 1 half day	1	14	-	-	-	-	-	-
13 days	14	17	-	-	33	13	-	-

[1] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[2] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.

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Table 13. Flour and other grain mill products: Paid vacations

(Percent of production workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, September 1982)

Vacation policy	United States[1]	Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers	100	100	100	100	100	100	100	100
Method of payment								
Workers in establishments providing paid vacations	100	100	100	100	100	100	100	100
Length-of-time payment	98	100	97	100	100	100	100	89
Percentage payment	2	-	3	-	-	-	-	11
Amount of vacation pay[2]								
After 1 year of service:								
1 week	43	68	72	82	15	37	15	48
Over 1 and under 2 weeks	50	32	21	18	79	63	85	14
2 weeks	4	-	7	-	-	-	-	34
Over 2 and under 3 weeks	2	-	-	-	6	-	-	4
After 2 years of service:								
1 week	15	14	48	34	9	5	-	-
Over 1 and under 2 weeks	14	-	21	-	18	28	-	-
2 weeks	26	54	31	49	6	4	15	81
Over 2 and under 3 weeks	45	32	-	18	68	63	85	19
After 3 years of service:								
1 week	4	14	14	-	-	-	-	-
Over 1 and under 2 weeks	7	-	-	-	-	28	-	-
2 weeks	36	54	57	82	15	9	15	81
Over 2 and under 3 weeks	53	32	29	18	85	63	85	19
After 5 years of service:								
1 week	1	-	4	-	-	-	-	-
Over 1 and under 2 weeks	7	-	-	-	-	28	-	-
2 weeks	27	19	67	82	11	5	15	28
Over 2 and under 3 weeks	20	-	20	-	40	26	-	4
3 weeks	13	49	-	-	4	4	-	53
Over 3 and under 4 weeks	33	32	9	18	45	36	85	14
After 10 years of service:								
1 week	1	-	4	-	-	-	-	-
Over 1 and under 2 weeks	1	-	-	-	-	3	-	-
2 weeks	4	14	17	-	-	-	-	-
Over 2 and under 3 weeks	9	-	-	-	12	26	-	-
3 weeks	35	54	50	82	15	7	15	81
Over 3 and under 4 weeks	39	17	29	-	56	52	69	19
4 weeks	(3)	-	-	-	-	2	-	-
Over 4 and under 5 weeks	11	15	-	18	17	11	16	-
After 12 years of service:								
1 week	1	-	4	-	-	-	-	-
Over 1 and under 2 weeks	1	-	-	-	-	3	-	-
2 weeks	3	14	12	-	-	-	-	-
Over 2 and under 3 weeks	9	-	-	-	12	26	-	-
3 weeks	33	49	55	82	11	7	15	64
Over 3 and under 4 weeks	35	17	29	-	45	52	69	19
4 weeks	4	5	-	-	4	2	-	17
Over 4 and under 5 weeks	15	15	-	18	29	11	16	-

See footnotes at end of table.

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Table 13. Flour and other grain mill products: Paid vacations—Continued

(Percent of production workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, September 1982)

Vacation policy	United States[1]	Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Amount of vacation pay[2]—Continued								
After 15 years of service:								
1 week	1	–	4	–	–	–	–	–
Over 1 and under 2 weeks	1	–	–	–	–	3	–	–
2 weeks	2	–	12	–	–	–	–	–
Over 2 and under 3 weeks	8	–	–	–	12	19	–	–
3 weeks	17	14	28	67	11	5	15	–
Over 3 and under 4 weeks	6	–	29	–	11	–	–	–
4 weeks	22	54	27	15	4	10	–	81
Over 4 and under 5 weeks	39	32	–	18	46	63	85	19
Over 5 and under 6 weeks	5	–	–	–	17	–	–	–
After 20 years of service:								*
1 week	1	–	4	–	–	–	–	–
Over 1 and under 2 weeks	1	–	–	–	–	3	–	–
2 weeks	2	–	12	–	–	–	–	–
Over 2 and under 3 weeks	3	–	–	–	12	–	–	–
3 weeks	7	14	19	29	–	1	–	–
Over 3 and under 4 weeks	6	–	18	–	–	19	–	–
4 weeks	14	–	15	43	11	12	15	–
Over 4 and under 5 weeks	18	17	12	–	33	26	–	–
5 weeks	19	54	21	11	4	2	–	81
Over 5 and under 6 weeks	25	15	–	18	24	36	85	19
Over 6 and under 7 weeks	5	–	–	–	17	–	–	–
After 25 years of service:								
1 week	1	–	4	–	–	–	–	–
Over 1 and under 2 weeks	1	–	–	–	–	3	–	–
2 weeks	2	–	12	–	–	–	–	–
Over 2 and under 3 weeks	3	–	–	–	12	–	–	–
3 weeks	5	14	19	12	–	1	–	–
Over 3 and under 4 weeks	2	–	18	–	–	–	–	–
4 weeks	12	–	9	60	11	2	15	–
Over 4 and under 5 weeks	4	–	–	–	–	19	–	–
5 weeks	8	–	27	–	4	10	–	15
Over 5 and under 6 weeks	19	17	–	–	38	26	–	4
6 weeks	15	54	12	11	–	2	–	66
Over 6 and under 7 weeks	28	15	–	18	35	36	85	14
After 30 years of service:								
1 week	1	–	4	–	–	–	–	–
Over 1 and under 2 weeks	1	–	–	–	–	3	–	–
2 weeks	2	–	12	–	–	–	–	–
Over 2 and under 3 weeks	3	–	–	–	12	–	–	–
3 weeks	5	14	19	12	–	1	–	–
Over 3 and under 4 weeks	2	–	18	–	–	–	–	–
4 weeks	12	–	9	60	11	2	15	–
Over 4 and under 5 weeks	4	–	–	–	–	19	–	–
5 weeks	7	–	27	–	–	10	–	15
Over 5 and under 6 weeks	16	17	–	–	38	16	–	4
6 weeks	16	54	12	11	4	2	–	66
Over 6 and under 7 weeks	30	15	–	18	35	47	85	14

See footnotes at end of table.

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Table 13. Flour and other grain mill products: Paid vacations—Continued

(Percent of production workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, September 1982)

Vacation policy	United States[1]	Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Amount of vacation pay[2]—Continued								
Maximum vacation:								
1 week	1	–	4	–	–	–	–	–
Over 1 and under 2 weeks	1	–	–	–	–	3	–	–
2 weeks	2	–	12	–	–	–	–	–
Over 2 and under 3 weeks	3	–	–	–	12	–	–	–
3 weeks	5	14	19	12	–	1	–	–
Over 3 and under 4 weeks	2	–	18	–	–	–	–	–
4 weeks	12	–	9	60	11	2	15	–
Over 4 and under 5 weeks	4	–	–	–	–	19	–	–
5 weeks	7	–	27	–	–	10	–	15
Over 5 and under 6 weeks	13	17	–	–	38	–	–	4
6 weeks	16	54	12	11	4	2	–	[3] 66
Over 6 and under 7 weeks	34	15	–	18	35	63	85	14

[1] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[2] Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were chosen arbitrarily and do not necessarily reflect individual establishment provisions for progression. For example, changes indicated at 10 years may include changes that occurred between 5 and 10 years.

[3] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

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Table 14. Flour and other grain mill products: Health, insurance, and retirement plans

(Percent of production workers in establishments with specified health, insurance, and retirement plans,[1] United States and selected regions, September 1982)

Type of plan	United States[2]	Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
All workers	100	100	100	100	100	100	100	100
Workers in establishments providing:								
Life insurance	99	100	99	100	100	100	85	100
Noncontributory plans	93	100	76	72	100	100	85	100
Accidental death and dismemberment insurance	74	76	75	82	73	78	54	62
Noncontributory plans	68	76	52	54	73	78	54	62
Sickness and accident insurance or sick leave or both[3]	93	100	83	83	94	96	100	93
Sickness and accident insurance	88	86	73	83	94	96	85	82
Noncontributory plans	85	86	59	67	94	96	85	82
Sick leave (full pay, no waiting period)	7	14	6	–	5	6	–	15
Sick leave (partial pay or waiting period)	3	–	5	–	–	–	15	17
Long-term disability insurance	20	17	26	–	38	13	44	–
Noncontributory plans	20	17	26	–	38	13	44	–
Hospitalization insurance	99	100	99	100	100	100	100	100
Noncontributory plans	85	100	66	83	100	65	100	100
Surgical insurance	99	100	99	100	100	100	100	100
Noncontributory plans	85	100	66	83	100	65	100	100
Medical insurance	99	100	99	100	100	100	100	100
Noncontributory plans	85	100	66	83	100	65	100	100
Major medical insurance	98	100	99	83	100	100	100	100
Noncontributory plans	83	100	66	66	100	65	100	100
Dental insurance	82	86	48	71	79	96	100	100
Noncontributory plans	78	86	48	71	67	96	100	92
Vision care insurance	6	–	15	–	–	6	–	22
Noncontributory plans	6	–	15	–	–	6	–	22
Retirement plans[4]	94	100	73	100	95	97	100	100
Pensions	94	100	73	100	95	97	100	100
Noncontributory plans	91	86	73	100	95	93	100	93
Severance pay	1	–	–	–	–	2	–	–

[1] Includes those plans for which the employer pays at least part of the cost and excludes legally required plans such as workers' compensation and social security; however, plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or the employees receive benefits over legal requirements. "Noncontributory plans" include only those plans financed entirely by the employer.

[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] Unduplicated total of workers receiving sickness and accident insurance and sick leave shown separately.

[4] Unduplicated total of workers covered by pension plans and severance pay shown separately.

NOTE: Dashes indicate that no data were reported.

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Table 15. Flour and other grain mill products: Other selected benefits

(Percent of production workers in establishments with formal provisions for selected benefits,[1] United States and selected regions, September 1982)

Benefit	United States[2]	Middle Atlantic	Southeast	Southwest	Great Lakes	Middle West	Mountain	Pacific
Workers in establishments with provisions for:								
Funeral leave	91	100	74	88	89	95	85	10[illegible]
Jury-duty leave	95	100	96	100	94	95	85	100
Technological severance pay	41	81	18	28	55	26	60	37
Supplemental unemployment benefits	4	–	12	–	5	–	–	14
Cost-of-living adjustments	5	–	–	17	11	–	–	–
Based on BLS Consumer Price Index	5	–	–	17	11	–	–	–

[1] For definition of items, see appendix A.

[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

NOTE: Dashes indicate that no data were reported.

Table 16. Rice mill products: Average hourly earnings by selected characteristics

(Number and average straight-time hourly earnings[1] of production workers by selected characteristics, United States and Southwest region, September 1982)

Characteristic	United States[2]		Southwest	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers	3,246	$8.25	2,707	$5.91
Men	2,812	6.41	2,278	6.06
Women	434	5.18	429	5.15
Size of community:				
Metropolitan areas[3]	2,514	6.61	1,975	6.26
Nonmetropolitan areas	732	4.99	732	4.99
Size of establishment:				
20-99 workers	421	5.38	–	–
100 workers or more	2,825	6.38	2,339	6.09
Labor-management contract coverage:				
Establishments with-				
Majority of workers covered	1,589	6.40	–	–
None or minority of workers covered	1,657	6.10	1,592	6.08

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] Includes data for regions in addition to the Southwest region shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] Standard Metropolitan Statistical Areas as defined by the Office of Management and Budget through April 1980.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

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Table 17. Rice mill products: Earnings distribution

(Percent distribution of production workers by straight-time hourly earnings,[1] United States and Southwest region, September 1982)

Hourly earnings	United States[2]	Southwest
Number of workers	3,246	2,707
Average (mean) earnings[3]	$6.25	$5.91
Median[3]	5.26	5.13
Middle range:[3]		
1st quartile	4.82	4.78
3rd quartile	6.78	6.25
Total	100.0	100.0
Under $4.00	2.0	2.4
$4.00 and under $4.25	1.8	2.1
$4.25 and under $4.50	5.0	5.9
$4.50 and under $4.75	7.5	8.9
$4.75 and under $5.00	25.8	26.1
$5.00 and under $5.25	7.6	5.8
$5.25 and under $5.50	10.0	12.0
$5.50 and under $5.75	3.9	4.5
$5.75 and under $6.00	4.7	5.3
$6.00 and under $6.25	1.7	2.0
$6.25 and under $6.50	2.1	2.4
$6.50 and under $6.75	2.7	3.1
$6.75 and under $7.00	1.0	1.1
$7.00 and under $7.25	2.6	2.4
$7.25 and under $7.50	1.4	1.6
$7.50 and under $7.75	1.1	1.1
$7.75 and under $8.00	.8	.7
$8.00 and under $8.25	.7	.8
$8.25 and under $8.50	.3	.3
$8.50 and under $8.75	.6	.6
$8.75 and under $9.00	.3	.3
$9.00 and under $9.25	.2	.1
$9.25 and under $9.50	.7	.8
$9.50 and under $9.75	.6	.7
$9.75 and under $10.00	.8	1.0
$10.00 and under $10.25	.9	.9
$10.25 and under $10.50	.9	1.1
$10.50 and under $10.75	2.2	.9
$10.75 and under $11.00	4.5	.3
$11.00 and over	5.6	5.0

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] Includes data for regions in addition to the Southwest region shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] See appendix A for method used to compute means, medians, and middle ranges of earnings.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.

Table 18. Rice mill products: Occupational averages—all establishments

(Number and average straight-time hourly earnings[1] of workers in selected occupations, United States and Southwest region, September 1982)

Department and occupation	United States[2]		Southwest	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations				
Cleaners, bulk	22	$7.67	22	$7.67
Receivers	66	5.50	64	5.43
Weighers	25	6.28	22	6.21
Processing				
Processors[3]	528	6.03	478	6.07
Cookers and driers	128	6.77	122	6.78
Hullers and pearlers	199	5.59	187	5.52
Polishers and separators	65	5.71	33	6.40
Packing				
Packers	277	5.87	227	5.56
Bran	21	7.05	20	6.86
Rice	256	5.78	207	5.43
Material movement				
Laborers, material handling	317	4.91	247	4.89
Power-truck operators[3]	113	6.17	77	5.49
Forklift operators	110	6.16	74	5.45
Maintenance				
Electricians	21	11.01	18	10.95
Mechanics, general	184	7.73	163	7.69
Millwrights	14	8.64	13	8.24
Service and custodial				
Guards	27	5.78	27	5.78
Janitors	192	4.78	188	4.76

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] Includes data for regions in addition to the Southwest region shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] Includes data for subcategories in addition to those shown separately.

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Table 19. Rice mill products: Occupational averages by selected characteristics

(Number and average straight-time hourly earnings[1] of workers in selected occupations, United States and Southwest region, September 1982)

Department and occupation	United States[2]								Southwest					
	Metropolitan areas		Establishments with 100 workers or more		Union[3]		Nonunion[4]		Metropolitan areas		Establishments with 100 workers or more		Nonunion[4]	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations														
Cleaners, bulk	22	$7.67	22	$7.67	-	-	-	-	22	$7.67	22	$7.67	-	-
Receivers	49	5.72	63	5.59	-	-	39	$5.51	47	5.65	61	5.53	37	$5.40
Weighers	21	6.53	25	6.28	-	-	16	6.32	18	6.48	22	6.21	14	6.54
Processing														
Processors[5]	407	6.48	424	6.42	-	-	251	6.29	357	6.60	375	6.54	240	6.24
Cookers and driers	103	7.15	112	7.00	51	$5.90	77	7.35	97	7.19	107	7.03	72	7.41
Hullers and pearlers	109	6.65	111	6.62	-	-	145	5.43	97	6.65	99	6.61	139	5.31
Polishers and separators	59	5.77	65	5.71	-	-	17	7.26	27	6.69	33	6.40	17	7.26
Packing														
Packers	158	6.67	234	6.02	109	6.49	168	5.47	108	6.37	188	5.78	161	5.47
Bran	-	-	-	-	-	-	20	6.86	-	-	-	-	20	6.86
Rice	147	6.48	224	5.89	108	6.45	148	5.28	98	6.11	178	5.60	141	5.27
Material movement														
Laborers, material handling	240	5.03	238	5.12	-	-	231	4.90	-	-	-	-	225	4.87
Power-truck operators[5]	89	6.46	110	6.05	81	6.36	-	-	53	5.65	77	5.49	-	-
Forklift operators	86	6.45	107	6.03	81	6.36	-	-	50	5.60	74	5.45	-	-
Maintenance														
Electricians	21	11.01	21	11.01	-	-	12	11.44	18	10.95	18	10.95	10	11.68
Mechanics, general	172	7.85	175	7.76	-	-	62	8.08	151	7.82	155	7.72	52	8.09
Millwrights	-	-	14	8.64	-	-	13	8.24	-	-	13	8.24	13	8.24
Service and custodial														
Janitors	158	4.94	-	-	-	-	110	4.78	154	4.92	-	-	106	4.75

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] Includes data for regions in addition to the Southwest region shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] Includes data for establishments with a majority of workers covered by labor-management agreements.

[4] Includes data for establishments with none or a minority of workers covered by labor-management agreements.

[5] Includes data for subcategories in addition to those shown separately.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

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Table 20. Rice mill products: Occupational earnings distribution—all establishments

(Percent distribution of workers by straight-time hourly earnings,[1] selected occupations, United States, September 1982)

Hourly earnings	Elevator operations			Processing				Packers		
	Bulk cleaners	Receivers	Weighers	Processors[2]	Cookers and driers	Hullers and pearlers	Polishers and separators	Packers	Bran packers	Rice packers
Number of workers	22	66	25	528	128	199	65	277	21	256
Average (mean) earnings[3]	$7.67	$5.50	$6.28	$6.03	$6.77	$5.59	$5.71	$5.87	$7.05	$5.78
Median earnings[3]	5.65	5.38	5.52	5.48	5.85	5.13	5.08	5.10	5.58	5.10
Middle range:[3]										
1st quartile	5.48	5.13	5.52	5.00	5.35	4.50	5.00	4.98	4.75	4.98
3rd quartile	11.85	5.80	6.19	6.60	6.74	6.60	5.58	5.58	9.81	5.52
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
$3.35 and under $3.40	–	–	–	1.1	–	3.0	–	–	–	–
$3.40 and under $3.50	–	–	–	1.1	–	3.0	–	–	–	–
$3.50 and under $3.60	–	4.5	–	–	–	–	–	–	–	–
$3.60 and under $3.70	–	–	–	1.1	–	3.0	–	–	–	–
$3.70 and under $3.80	–	–	–	1.1	–	3.0	–	3.2	–	3.5
$3.80 and under $3.90	–	–	–	–	–	–	–	–	–	–
$3.90 and under $4.00	–	–	–	–	–	–	–	–	–	–
$4.00 and under $4.25	–	–	–	–	–	–	–	–	–	–
$4.25 and under $4.50	–	–	–	.4	–	1.0	–	1.4	–	1.6
$4.50 and under $4.75	–	–	–	12.3	–	32.7	–	1.8	–	2.0
$4.75 and under $5.00	–	3.0	24.0	.8	3.1	–	–	39.4	47.6	38.7
$5.00 and under $5.25	–	28.8	–	14.0	15.6	5.0	63.1	14.8	–	16.0
$5.25 and under $5.50	36.4	31.8	–	18.8	21.1	2.0	–	7.9	–	8.6
$5.50 and under $5.75	18.2	4.5	28.0	9.3	7.8	11.6	20.0	8.3	9.5	8.2
$5.75 and under $6.00	–	15.2	20.0	6.8	8.6	2.0	–	2.2	–	2.3
$6.00 and under $6.25	–	4.5	8.0	3.0	3.9	5.5	–	–	–	–
$6.25 and under $6.50	–	–	4.0	1.7	.8	1.0	–	.7	–	.8
$6.50 and under $6.75	–	3.0	–	8.1	14.1	11.1	3.1	1.8	–	2.0
$6.75 and under $7.00	–	–	–	2.3	1.6	4.0	1.5	1.4	–	1.6
$7.00 and under $7.25	4.5	–	–	4.2	.8	3.0	1.5	1.4	–	1.6
$7.25 and under $7.50	–	1.5	4.0	.6	1.6	–	1.5	.7	–	.8
$7.50 and under $7.75	4.5	–	–	.6	.8	.5	1.5	1.8	–	2.0
$7.75 and under $8.00	4.5	1.5	–	2.8	.8	2.0	–	–	–	–
$8.00 and under $8.25	–	–	–	.4	–	.5	1.5	–	–	–
$8.25 and under $8.50	–	–	–	.8	–	.5	–	–	–	–
$8.50 and under $8.75	–	–	–	.9	.8	1.5	–	–	–	–
$8.75 and under $9.00	4.5	–	–	–	–	–	–	–	–	–
$9.00 and under $9.25	–	–	–	.2	–	–	–	–	–	–
$9.25 and under $9.50	–	–	–	.2	.8	–	–	1.1	–	1.2
$9.50 and under $9.75	–	–	–	.2	.8	–	–	–	–	–
$9.75 and under $10.00	–	–	–	.4	1.6	–	–	2.9	38.1	–

See footnotes at end of table.

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Table 20. Rice mill products: Occupational earnings distribution—all establishments—Continued

(Percent distribution of workers by straight-time hourly earnings,[1] selected occupations, United States, September 1982)

Hourly earnings	Elevator operations			Processing				Packers		
	Bulk cleaners	Receivers	Weighers	Processors[2]	Cookers and driers	Hullers and pearlers	Polishers and separators	Packers	Bran packers	Rice packers
$10.00 and under $10.25	–	1.5	–	0.8	–	–	–	1.4	–	1.6
$10.25 and under $10.50	–	–	–	–	–	–	–	–	–	–
$10.50 and under $10.75	–	–	–	1.5	3.1	–	6.2	5.1	–	5.5
$10.75 and under $11.00	–	–	4.0	–	–	–	–	2.5	4.8	2.3
$11.00 and under $11.25	–	–	–	1.1	4.7	–	–	–	–	–
$11.25 and under $11.50	–	–	6.0	.8	3.1	–	–	–	–	–
$11.50 and under $11.75	–	–	–	.4	1.6	–	–	–	–	–
$11.75 and under $12.00	27.3	–	–	1.5	3.1	2.0	–	–	–	–
$12.00 and over	–	–	–	.8	–	2.0	–	–	–	–

See footnotes at end of table.

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Table 20. Rice mill products: Occupational earnings distribution—all establishments—Continued

(Percent distribution of workers by straight-time hourly earnings,[1] selected occupations, United States, September 198[illegible])

Hourly earnings	Material movement			Maintenance			Service/custodial	
	Laborers	Power-truck operators[2]	Forklift operators	Electricians	General mechanics	Millwrights	Guards	Janitors
Number of workers	317	113	110	21	184	14	27	192
Average (mean) earnings[3]	$4.91	$6.17	$6.16	$11.01	$7.73	$8.64	$5.78	$4.78
Median earnings[3]	4.89	5.32	5.32	11.00	7.04	8.02	6.50	4.82
Middle range:[3]								
1st quartile	4.50	5.13	5.13	9.97	6.30	6.03	4.50	4.25
3rd quartile	5.11	5.49	5.49	11.80	9.50	11.68	6.50	4.82
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
$3.35 and under $3.40	-	-	-	-	-	-	-	4.7
$3.40 and under $3.50	-	-	-	-	-	-	-	-
$3.50 and under $3.60	2.8	-	-	-	-	-	-	-
$3.60 and under $3.70	-	-	-	-	-	-	-	-
$3.70 and under $3.80	-	-	-	-	-	-	-	-
$3.80 and under $3.90	-	-	-	-	-	-	-	-
$3.90 and under $4.00	-	-	-	-	-	-	-	-
$4.00 and under $4.25	6.3	-	-	-	-	-	-	19.3
$4.25 and under $4.50	13.9	3.5	3.6	-	-	-	-	14.6
$4.50 and under $4.75	22.1	.9	.9	-	-	-	37.0	7.8
$4.75 and under $5.00	28.7	-	-	-	-	-	-	41.7
$5.00 and under $5.25	10.7	39.8	40.9	-	1.1	-	-	3.1
$5.25 and under $5.50	3.8	33.6	34.5	-	.5	-	-	-
$5.50 and under $5.75	1.6	.9	.9	-	6.0	14.3	3.7	-
$5.75 and under $6.00	4.7	2.7	1.8	-	4.9	-	-	3.6
$6.00 and under $6.25	.9	-	-	-	7.6	28.6	-	-
$6.25 and under $6.50	-	-	-	-	14.1	-	3.7	-
$6.50 and under $6.75	.9	.9	-	-	4.3	-	40.7	-
$6.75 and under $7.00	-	-	-	-	2.2	-	11.1	1.0
$7.00 and under $7.25	.3	-	-	-	14.1	-	-	-
$7.25 and under $7.50	-	.9	-	-	6.5	-	3.7	-
$7.50 and under $7.75	-	-	-	4.8	5.4	-	-	-
$7.75 and under $8.00	-	-	-	-	-	-	-	-
$8.00 and under $8.25	-	-	-	-	1.6	21.4	-	-
$8.25 and under $8.50	-	-	-	-	1.1	-	-	-
$8.50 and under $8.75	.9	-	-	4.8	.5	-	-	-
$8.75 and under $9.00	-	-	-	4.8	1.1	-	-	-
$9.00 and under $9.25	-	-	-	-	1.1	-	-	-
$9.25 and under $9.50	9	.9	.9	4.8	.5	-	-	1.6
$9.50 and under $9.75	-	-	-	4.8	6.0	7.1	-	-
$9.75 and under $10.00	-	-	-	9.5	5.4	-	-	.5

See footnotes at end of table.

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Table 20. Rice mill products: Occupational earnings distribution—all establishments—Continued

(Percent distribution of workers by straight-time hourly earnings,[1] selected occupations, United States, September 1982)

Hourly earnings	Material movement			Maintenance			Service/custodial	
	Laborers	Power-truck operators[2]	Forklift operators	Electricians	General mechanics	Millwrights	Guards	Janitors
$10.00 and under $10.25	0.6	0.9	0.9	4.8	2.7	-	-	-
$10.25 and under $10.50	.6	-	-	-	1.1	-	-	2.1
$10.50 and under $10.75	-	-	-	9.5	4.9	-	-	-
$10.75 and under $11.00	-	12.4	12.7	-	1.1	-	-	-
$11.00 and under $11.25	-	2.7	2.7	4.8	-	-	-	-
$11.25 and under $11.50	-	-	-	14.3	-	-	-	-
$11.50 and under $11.75	-	-	-	4.8	5.4	7.1	-	-
$11.75 and under $12.00	-	-	-	4.8	-	-	-	-
$12.00 and over	-	-	-	[4] 23.9	-	[5] 21.4	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] Includes data for subcategories in addition to those shown separately.

[3] See appendix A for method used to compute means, medians, and middle ranges of earnings.

[4] Workers were distributed as follows: 14.3 percent at $13.00 and under $13.25; 4.8 percent at $13.50 and under $13.75; and 4.8 percent at $14.25 and under $14.50.

[5] Workers were distributed as follows: 14.3 percent at $13.00 and under $13.25; and 7.1 percent at $13.75 and under $14.00.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.

Table 21. Rice mill products: Method of wage payment

(Percent of production workers by method of wage payment,[1] United States and Southwest region, September 1982)

Method	United States[2]	Southwest
All workers	100	100
Time-rated workers	100	100
Formal plans	95	97
Single rate	22	9
Range of rates	73	88
Individual rates	5	3
Incentive workers	-	-

[1] For definition of method of wage payment, see appendix A.

[2] Includes data for regions in addition to the Southwest region shown separately. For definition of regions, see appendix table A-1, footnote 1.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

Table 22. Rice mill products: Scheduled weekly hours

(Percent of production workers by scheduled weekly hours,[1] United States and Southwest region, September 1982)

Weekly hours	United States[2]	Southwest
All workers	100	100
37.5 hours	4	-
40 hours	91	93
42 and under 43 hours	6	7

[1] Data relate to the predominant schedule for full-time day-shift workers in each establishment.

[2] Includes data for regions in addition to the Southwest region shown separately. For definition of regions, see appendix table A-1, footnote 1.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.

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Table 23. Rice mill products: Shift differential provisions

(Percent of production workers by shift differential provisions,[1] United States and Southwest region, September 1982)

Shift differential	United States[2]	Southwest
Second shift		
Workers in establishments with second-shift provisions	80.7	79.3
With shift differential	34.1	31.3
Uniform cents per hour	34.1	31.3
10 cents	21.5	25.8
12 cents	4.6	5.5
15 cents	.7	-
17 cents	4.7	-
20 cents	2.6	-
Third shift		
Workers in establishments with third-shift provisions	73.4	70.4
With shift differential	34.1	31.3
Uniform cents per hour	34.1	31.3
12 cents	4.6	5.5
15 cents	22.2	25.8
22 cents	4.7	-
27 cents	2.6	-

[1] Refers to policies of establishments currently operating late shifts or having provisions covering late shifts.

[2] Includes data for regions in addition to the Southwest region shown separately. For definition of regions, see appendix table A-1, footnote 1.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

Table 24. Rice mill products: Shift differential practices

(Percent of production workers employed on late shifts by amount of pay differential, United States and Southwest region, September 1982)

Shift differential	United States[1]	Southwest
Second shift		
Workers employed on second shift	17.3	19.7
Receiving differential	6.2	7.1
Uniform cents per hour	6.2	7.1
10 cents	4.6	5.5
12 cents	1.3	1.5
17 cents	.3	-
Third shift		
Workers employed on third shift	14.6	16.5
Receiving differential	6.2	7.1
Uniform cents per hour	6.2	7.1
12 cents	1.3	1.5
15 cents	4.6	5.5
22 cents	.3	-

[1] Includes data for regions in addition to the Southwest region shown separately. For definition of regions, see appendix table A-1, footnote 1.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

Table 25. Rice mill products: Paid holidays

(Percent of production workers in establishments with formal provisions for paid holidays, United States and Southwest region, September 1982)

Number of paid holidays	United States[1]	Southwest
All workers	100	100
Workers in establishments providing paid holidays	96	95
6 days	7	9
8 days	47	54
9 days	16	11
10 days	22	21
11 days	4	-

[1] Includes data for regions in addition to the Southwest region shown separately. For definition of regions, see appendix table A-1, footnote 1.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

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Table 26. Rice mill products: Paid vacations

(Percent of production workers in establishments with formal provisions for paid vacations after selected periods of service, United States and Southwest region, September 1982)

Vacation policy	United States[1]	Southwest
All workers	100	100
Method of payment		
Workers in establishments providing paid vacations	96	95
Length-of-time payment	96	95
Amount of vacation pay[2]		
After 1 year of service:		
1 week	36	31
2 weeks	60	64
After 2 years of service:		
1 week	5	6
2 weeks	91	90
After 3 years of service:		
2 weeks	96	95
After 5 years of service:		
2 weeks	80	90
3 weeks	16	5
After 10 years of service:		
2 weeks	17	14
3 weeks	75	75
4 weeks	5	5
After 12 years of service:		
2 weeks	12	9
3 weeks	80	81
4 weeks	5	5
After 15 years of service:		
2 weeks	9	9
3 weeks	51	50
4 weeks	35	37
After 20 years of service:		
2 weeks	9	9
3 weeks	46	43
4 weeks	37	38
5 weeks	5	5
After 25 years of service[3]		
2 weeks	9	9
3 weeks	43	43
4 weeks	32	38
5 weeks	12	5

[1] Includes data for regions in addition to the Southwest region shown separately. For definition of regions, see appendix table A-1, footnote 1.

[2] Periods of service were chosen arbitrarily and do not necessarily reflect individual establishment provisions for progression. For example, changes indicated at 10 years may include changes that occurred between 5 and 10 years.

[3] Vacation provisions were virtually the same after longer periods of service.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

Table 27. Rice mill products: Health, insurance, and retirement plans

(Percent of production workers in establishments with specified health, insurance, and retirement plans,[1] United States and Southwest region, September 1982)

Type of plan	United States[2]	Southwest
All workers	100	100
Workers in establishments providing:		
Life insurance	100	100
Noncontributory plans	81	79
Accidental death and dismemberment insurance	79	82
Noncontributory plans	64	64
Sickness and accident insurance or sick leave or both[3]	68	65
Sickness and accident insurance	39	42
Noncontributory plans	39	42
Sick leave (full pay, no waiting period)	68	65
Sick leave (partial pay or waiting period)	-	-
Long-term disability insurance	27	33
Noncontributory plans	27	33
Hospitalization insurance	100	100
Noncontributory plans	57	58
Surgical insurance	100	100
Noncontributory plans	57	58
Medical insurance	100	100
Noncontributory plans	57	58
Major medical insurance	100	100
Noncontributory plans	57	58
Dental insurance	60	61
Noncontributory plans	41	40
Vision care insurance	29	26
Noncontributory plans	29	26
Retirement plans[4]	82	81
Pensions	82	81
Noncontributory plans	82	81
Severance pay	-	-

[1] Includes those plans for which the employer pays at least part of the cost and excludes legally required plans such as workers' compensation and social security; however, plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or the employees receive benefits over legal requirements. "Noncontributory plans" include only those plans financed entirely by the employer.

[2] Includes data for regions in addition to the Southwest region shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] Unduplicated total of workers receiving sickness and accident insurance and sick leave shown separately.

[4] Although data were collected for severance pay plans, no workers were covered by such plans in this industry.

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Table 28. Rice mill products: Other selected benefits

(Percent of production workers in establishments with formal provisions for selected benefits,[1] United States and Southwest region, September 1982)

Benefit	United States[2]	Southwest
Workers in establishments with provisions for:		
Funeral leave	52	43
Jury-duty leave	89	86
Technological severance pay	-	-
Supplemental unemployment benefits	-	-
Cost-of-living adjustments	47	47
Based on BLS Consumer Price Index	42	41
Based on other measure	5	5

[1] For definition of items, see appendix A.

[2] Includes data for regions in addition to the Southwest region shown separately. For definition of regions, see appendix table A-1, footnote 1.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

Table 29. Blended and prepared flour products: Average hourly earnings by selected characteristics

(Number and average straight-time hourly earnings[1] of production workers by selected characteristics, United States and selected regions, September 1982)

Characteristic	United States[2]		Southwest		Great Lakes		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers	5,588	$8.01	475	$7.41	3,335	$8.47	631	$6.99
Men	3,890	8.34	341	7.78	2,334	8.84	370	7.38
Women	1,698	7.27	134	6.46	1,001	7.59	261	6.44
Size of community:								
Metropolitan areas[3]	5,321	8.18	475	7.41	3,335	8.47	-	-
Size of establishment:								
20-99 workers	831	6.61	131	5.19	-	-	-	-
100 workers or more	4,757	8.26	-	-	3,263	8.50	587	7.14
Labor-management contract coverage:								
Establishments with-								
Majority of workers covered	4,138	8.94	-	-	2,727	9.22	-	-
None or minority of workers covered	1,450	5.37	131	5.19	-	-	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] Standard Metropolitan Statistical Areas as defined by the Office of Management and Budget through April 1980.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

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Table 30. Blended and prepared flour products: Earnings distribution

(Percent distribution of production workers by straight-time hourly earnings,[1] United States and selected regions, September 1982)

Hourly earnings	United States[2]	Southwest	Great Lakes	Middle West
Number of workers	5,588	475	3,335	631
Average (mean) earnings[3]	$8.01	$7.41	$8.47	$6.99
Median[3]	7.61	7.07	9.88	7.26
Middle range:[3]				
1st quartile	5.80	6.36	5.97	4.70
3rd quartile	10.17	8.92	10.55	8.53
Total	100.0	100.0	100.0	100.0
Under $4.00	.3	-	-	1.1
$4.00 and under $4.25	3.0	1.1	1.3	13.6
$4.25 and under $4.50	1.6	3.4	1.1	2.4
$4.50 and under $4.75	4.2	6.1	3.1	9.8
$4.75 and under $5.00	2.3	4.4	2.3	2.7
$5.00 and under $5.25	3.5	3.6	3.7	3.6
$5.25 and under $5.50	3.9	1.9	2.2	2.1
$5.50 and under $5.75	3.8	.8	2.5	4.3
$5.75 and under $6.00	10.5	3.2	15.2	1.9
$6.00 and under $6.25	4.8	.4	7.4	.3
$6.25 and under $6.50	1.7	.4	2.0	.3
$6.50 and under $6.75	1.7	2.5	2.2	-
$6.75 and under $7.00	1.0	9.5	.2	-
$7.00 and under $7.25	2.3	17.7	1.3	-
$7.25 and under $7.50	2.7	.4	1.1	17.7
$7.50 and under $7.75	3.8	.6	.3	-
$7.75 and under $8.00	1.3	.4	.1	-
$8.00 and under $8.25	.8	.6	-	3.8
$8.25 and under $8.50	1.6	.4	-	8.2
$8.50 and under $8.75	1.5	1.5	.7	6.3
$8.75 and under $9.00	2.1	18.5	-	-
$9.00 and under $9.25	1.9	14.3	-	5.9
$9.25 and under $9.50	2.6	1.3	1.9	-
$9.50 and under $9.75	.6	1.1	.2	2.2
$9.75 and under $10.00	6.7	3.6	8.0	6.5
$10.00 and under $10.25	6.8	1.1	9.5	1.9
$10.25 and under $10.50	2.2	-	2.0	-
$10.50 and under $10.75	5.3	1.3	8.2	2.2
$10.75 and under $11.00	1.2	-	1.5	-
$11.00 and under $11.25	4.3	-	7.0	-
$11.25 and under $11.50	1.2	-	1.7	-
$11.50 and under $11.75	1.2	-	.9	-
$11.75 and under $12.00	4.3	-	6.4	3.0
$12.00 and over	3.5	-	5.7	-

[1] Excludes premium pay for overtime and for work on weekends, holidays and late shifts.

[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] See appendix A for method used to compute means, medians, and middle ranges of earnings.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.

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Table 31. Blended and prepared flour products: Occupational averages—all establishments

(Number and average straight-time hourly earnings[1] of workers in selected occupations, United States and selected regions, September 1982)

Department and occupation	United States[2]		Southwest		Great Lakes		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Processing								
Processors[3]	1,013	$6.64	148	$6.70	525	$6.57	238	$6.06
Machine tenders, mixing and blending	391	7.56	44	7.30	174	7.57	96	7.26
Panelboard operators, mixing and blending	102	8.23	-	-	79	8.06	-	-
Packing								
Packers	426	6.73	47	5.93	-	-	136	6.71
Doughs	153	7.23	23	7.28	-	-	-	-
Flour mixes	273	6.45	-	-	-	-	-	-
Material movement								
Laborers, material handling	172	6.17	-	-	-	-	50	7.09
Power-truck operators[3]	260	8.01	34	7.21	136	8.51	-	-
Forklift operators	258	8.03	34	7.21	136	8.51	-	-
Maintenance								
Mechanics, general	332	10.27	39	8.88	207	10.57	-	-
Service and custodial								
Janitors	185	6.75	-	-	59	5.70	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] Includes data for subcategories in addition to those shown separately.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

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Table 32. Blended and prepared flour products: Occupational averages by selected characteristics

(Number and average straight-time hourly earnings[1] of workers in selected occupations, United States and selected regions, September 1982)

Department and occupation	United States[2]										Southwest		Great Lakes						Middle West	
	Metropolitan areas		Establishments with 20-99 workers		Establishments with 100 workers or more		Union[3]		Nonunion[4]		Metropolitan areas		Metropolitan areas		Establishments with 100 workers or more		Union[3]		Establishments with 100 workers or more	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Processing																				
Processors[5]	859	$7.00	129	$6.45	884	$6.67	521	$8.21	492	$4.98	148	$6.70	525	$6.57	521	$6.56	268	$8.09	-	-
Machine tenders, mixing and blending	351	7.82	79	7.00	312	7.70	215	9.26	176	5.48	44	7.30	174	7.57	170	7.59	-	-	83	$7.54
Panelboard operators, mixing and blending	102	8.23	-	-	97	8.38	98	8.38	-	-	-	-	79	8.06	79	8.06	79	8.06	-	-
Packing																				
Packers	380	6.99	135	7.08	291	6.57	186	8.12	240	5.65	47	5.93	-	-	-	-	-	-	120	7.03
Doughs	137	7.57	26	4.46	125	7.85	125	7.85	28	4.46	23	7.28	-	-	-	-	-	-	-	-
Flour mixes	243	6.66	107	7.77	-	-	61	8.68	212	5.81	-	-	-	-	-	-	-	-	-	-
Material movement																				
Laborers, material handling	162	6.28	46	5.90	126	6.27	61	8.50	-	-	-	-	-	-	-	-	-	-	50	7.99
Power-truck operators[5]	244	8.19	40	7.98	220	8.02	167	9.18	93	5.93	34	7.21	136	8.51	136	8.51	101	9.63	-	-
Forklift operators	242	8.21	40	7.98	218	8.04	167	9.18	91	5.93	34	7.21	136	8.51	136	8.51	101	9.63	-	-
Maintenance																				
Mechanics, general	332	10.27	23	8.25	309	10.42	292	10.71	40	7.11	39	8.88	207	10.57	207	10.57	196	10.76	-	-
Service and custodial																				
Janitors	175	6.88	50	7.51	135	6.47	113	7.57	72	5.46	-	-	59	5.70	51	5.52	-	-	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] Includes data for establishments with a majority of workers covered by labor-management agreements.

[4] Includes data for establishments with none or a minority of workers covered by labor-management agreements.

[5] Includes data for subcategories in addition to those shown separately.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

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Table 33. Blended and prepared flour products: Occupational earnings distribution—all establishments

(Percent distribution of workers by straight-time hourly earnings,[1] selected occupations, United States, September 1982)

Hourly earnings	Processing			Packing			Material movement			Maintenance	Service/custodial
	Processors[2]	Machine tenders	Panelboard operators	Packers	Dough packers	Flour mix packers	Laborers	Power-truck operators[2]	Forklift operators	General mechanics	Janitors
Number of workers	1,013	391	102	426	153	273	172	260	258	332	185
Average (mean) earnings[3]	$6.64	$7.56	$8.23	$6.73	$7.23	$6.45	$6.17	$8.01	$8.03	$10.27	$6.75
Median earnings[3]	6.07	8.10	9.27	6.25	7.26	5.40	5.38	7.95	7.95	10.60	6.84
Middle range:[3]											
1st quartile	4.75	5.30	6.02	4.95	6.87	4.80	4.70	5.85	5.85	7.79	5.22
3rd quartile	8.35	10.08	10.13	7.73	7.73	6.55	8.20	10.17	10.17	13.46	7.26
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under $4.00	.1	-	-	1.4	3.9	-	.6	-	-	-	-
$4.00 and under $4.25	9.4	2.3	-	4.5	4.6	4.4	7.6	.4	.4	-	7.6
$4.25 and under $4.50	3.5	1.3	-	3.8	1.3	5.1	4.1	-	-	-	3.8
$4.50 and under $4.75	10.9	9.2	3.9	10.6	3.3	14.7	14.5	4.2	4.3	-	2.2
$4.75 and under $5.00	5.2	5.4	-	5.2	1.3	7.3	5.2	1.9	1.9	-	3.8
$5.00 and under $5.25	6.5	5.1	-	9.9	.7	15.0	14.5	4.2	4.3	-	8.1
$5.25 and under $5.50	3.8	4.3	-	2.6	-	4.0	14.5	3.5	3.5	-	3.8
$5.50 and under $5.75	4.2	5.9	-	6.3	.7	9.5	5.2	5.4	5.4	1.2	5.9
$5.75 and under $6.00	2.1	3.8	-	4.0	2.6	4.8	.6	8.8	8.1	.3	10.8
$6.00 and under $6.25	9.6	1.8	29.4	.2	-	.4	-	11.9	12.0	1.2	1.1
$6.25 and under $6.50	1.8	4.6	-	1.9	-	2.9	2.3	-	-	3.0	-
$6.50 and under $6.75	6.2	1.3	11.8	4.7	-	7.3	-	.8	.8	.6	-
$6.75 and under $7.00	1.3	-	-	3.1	8.5	-	-	6.9	7.0	.3	4.3
$7.00 and under $7.25	6.1	3.6	-	-	-	-	-	-	-	9.0	10.8
$7.25 and under $7.50	-	-	-	16.9	47.1	-	-	-	-	6.6	13.0
$7.50 and under $7.75	-	-	-	.9	2.6	-	-	1.2	1.2	1.8	2.2
$7.75 and under $8.00	-	-	-	.9	2.6	-	-	6.9	7.0	1.5	-
$8.00 and under $8.25	1.3	2.8	2.0	.7	2.0	-	14.0	-	-	.3	-
$8.25 and under $8.50	5.6	14.3	1.0	1.4	-	2.2	5.2	-	-	-	1.6
$8.50 and under $8.75	2.8	-	-	-	-	-	-	.4	.4	8.1	1.6
$8.75 and under $9.00	.3	.5	1.0	.5	-	.7	-	.4	.4	3.3	4.9
$9.00 and under $9.25	1.9	4.9	-	1.4	3.9	-	-	3.5	3.5	.6	-
$9.25 and under $9.50	.5	-	4.9	-	-	-	-	-	-	4.2	1.1
$9.50 and under $9.75	-	-	-	-	-	-	-	-	-	-	7.6
$9.75 and under $10.00	-	-	-	9.6	12.4	8.1	11.0	1.5	1.6	5.1	3.2
$10.00 and under $10.25	11.0	16.4	33.3	1.9	-	2.9	-	21.5	21.7	-	-
$10.25 and under $10.50	3.4	6.1	9.8	1.6	2.6	1.1	.6	.4	.4	.6	-
$10.50 and under $10.75	.1	.3	-	-	-	-	-	-	-	5.4	-
$10.75 and under $11.00	.3	-	2.9	2.6	-	4.0	-	-	-	8.7	2.7

See footnotes at end of table.

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Table 33. Blended and prepared flour products: Occupational earnings distribution—all establishments—Continued

(Percent distribution of workers by straight-time hourly earnings,[1] selected occupations, United States, September 1982)

Hourly earnings	Processing			Packing			Material movement			Maintenance	Service/custodial
	Processors[2]	Machine tenders	Panelboard operators	Packers	Dough packers	Flour mix packers	Laborers	Power-truck operators[2]	Forklift operators	General mechanics	Janitors
$11.00 and under $11.25	-	-	-	-	-	-	-	-	-	-	-
$11.25 and under $11.50	0.2	0.5	-	1.4	-	2.2	-	13.8	14.0	0.6	-
$11.50 and under $11.75	2.2	5.6	-	.9	-	1.5	-	2.3	2.3	3.9	-
$11.75 and under $12.00	-	-	-	1.2	-	1.8	-	-	-	5.7	-
$12.00 and over	-	-	-	-	-	-	-	-	-	[4] 27.7	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Includes data for subcategories in addition to those shown separately.
[3] See appendix A for method used to compute means, medians, and middle ranges of earnings.
[4] Workers were distributed as follows: 0.9 percent at $12.00 and under $12.25; 26.5 percent at $13.25 and under $13.50; and 0.3 percent at $13.50 and over.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.

Table 34. Blended and prepared flour products: Method of wage payment

(Percent of production workers by method of wage payment,[1] United States and selected regions, September 1982)

Method	United States[2]	Southwest	Great Lakes	Middle West
All workers	100	100	100	100
Time-rated workers	99	100	100	95
Formal plans	97	100	100	93
Single rate	71	51	82	55
Range of rates	26	49	18	39
Individual rates	3	-	-	2
Incentive workers	1	-	-	5
Individual bonus	1	-	-	5
Group bonus	[3]	-	-	-

[1] For definition of method of wage payment, see appendix A.
[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.
[3] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

Table 35. Blended and prepared flour products: Scheduled weekly hours

(Percent of production workers by scheduled weekly hours,[1] United States and selected regions, September 1982)

Weekly hours	United States[2]	Southwest	Great Lakes	Middle West
All workers	100	100	100	100
32 and under 40 hours	2	16	-	-
40 hours	92	81	100	65
45 hours	6	-	-	35
50 hours	[3]	3	-	-

[1] Data relate to the predominant schedule for full-time day-shift workers in each establishment.
[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.
[3] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.

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Table 36. Blended and prepared flour products: Shift differential provisions

(Percent of production workers by shift differential provisions,[1] United States and selected regions, September 1982)

Shift differential	United States[2]	Southwest	Great Lakes	Middle West
Second shift				
Workers in establishments with second-shift provisions	98.2	88.6	100.0	100.0
With shift differential	81.4	72.4	81.8	64.7
Uniform cents per hour	76.6	72.4	81.8	57.7
10 cents	17.5	30.7	19.3	-
15 cents	11.6	-	-	44.1
17 cents	1.5	-	-	13.6
18 cents	38.9	41.7	52.9	-
20 cents	.6	-	-	-
25 cents	5.7	-	9.6	-
27 cents	.9	-	-	-
Uniform percentage	1.8	-	-	4.8
10 percent	1.8	-	-	4.8
Other formal paid differential[3]	3.0	-	-	2.2
Third shift				
Workers in establishments with third-shift provisions	86.4	72.4	93.7	100.0
With shift differential	75.3	72.4	81.8	64.7
Uniform cents per hour	72.7	72.4	81.8	57.7
10 cents	3.9	30.7	2.2	-
15 cents	20.8	-	17.1	44.1
23 cents	1.5	-	-	13.6
25 cents	39.9	41.7	52.9	-
27 cents	.9	-	-	-
35 cents	5.7	-	9.6	-
Uniform percentage	1.8	-	-	4.8
15 percent	1.8	-	-	4.8
Other formal paid differential[3]	.8	-	-	2.2

[1] Refers to policies of establishments currently operating late shifts or having provisions covering late shifts.

[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] Includes establishments providing 8 hours' pay for 7-1/2 hours' work.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

Table 37. Blended and prepared flour products: Shift differential practices

(Percent of production workers employed on late shifts by amount of pay differential, United States and selected regions, September 1982)

Shift differential	United States[1]	Southwest	Great Lakes	Middle West
Second shift				
Workers employed on second shift	31.1	29.3	30.3	36.6
Receiving differential	25.0	21.9	23.6	25.7
Uniform cents per hour	23.4	21.9	23.6	23.8
10 cents	4.7	9.3	5.2	-
15 cents	4.6	-	-	18.7
17 cents	.6	-	-	5.1
18 cents	12.0	12.6	16.2	-
25 cents	1.3	-	2.2	-
27 cents	.4	-	-	-
Uniform percentage	.5	-	-	1.6
10 percent	.5	-	-	1.6
Other formal paid differential[2]	1.0	-	-	.3
Third shift				
Workers employed on third shift	15.5	9.9	20.9	12.8
Receiving differential	12.0	9.9	17.2	2.2
Uniform cents per hour	11.4	9.9	17.2	-
10 cents	.5	5.9	-	-
15 cents	3.1	-	5.2	-
25 cents	6.9	4.0	10.3	-
35 cents	.9	-	1.6	-
Uniform percentage	.5	-	-	1.6
15 percent	.5	-	-	1.6
Other formal paid differential[2]	.1	-	-	.6

[1] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[2] Includes establishments providing 8 hours' pay for 7-1/2 hours' work.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

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Table 38. Blended and prepared flour products: Paid holidays

(Percent of production workers in establishments with formal provisions for paid holidays, United States and selected regions, September 1982)

Number of paid holidays	United States[1]	Southwest	Great Lakes	Middle West
All workers	100	100	100	100
Workers in establishments providing paid holidays	100	100	100	100
6 days	2	–	–	2
6 days plus 2 half days	1	–	–	–
7 days	17	16	18	35
7 days plus 1 or 2 half days	1	9	–	–
8 days	4	–	–	–
9 days	10	31	–	5
10 days	24	–	29	44
12 days	40	44	53	14
13 days	1	–	–	–

[1] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

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Table 39. Blended and prepared flour products: Paid vacations

(Percent of production workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, September 1982)

Vacation policy	United States[1]	Southwest	Great Lakes	Middle West
All workers	100	100	100	100
Method of payment				
Workers in establishments providing paid vacations	100	100	100	100
Length-of-time payment	100	100	100	100
Amount of vacation pay[2]				
After 1 year of service:				
1 week	60	56	47	93
Over 1 and under 2 weeks	39	42	53	-
2 weeks	1	3	-	5
After 2 years of service:				
1 week	25	25	20	38
2 weeks	36	33	27	62
Over 2 and under 3 weeks	39	42	53	-
After 3 years of service:				
1 week	18	16	18	38
2 weeks	43	42	29	62
Over 2 and under 3 weeks	39	42	53	-
After 5 years of service:				
2 weeks	59	58	47	95
3 weeks	2	-	-	5
Over 3 and under 4 weeks	39	42	53	-
After 10 years of service:				
2 weeks	11	-	17	-
3 weeks	50	58	30	95
Over 3 and under 4 weeks	11	-	16	-
4 weeks	1	-	-	5
Over 4 and under 5 weeks	28	42	37	-
Amount of vacation pay[2]—Continued				
After 15 years of service:				
2 weeks	1	-	-	-
3 weeks	42	25	47	38
4 weeks	18	33	-	58
Over 4 and under 5 weeks	39	42	53	-
5 weeks	1	-	-	5
After 20 years of service:				
2 weeks	1	-	-	-
3 weeks	38	16	47	38
4 weeks	16	42	-	44
Over 4 and under 5 weeks	1	-	-	-
5 weeks	9	-	-	18
Over 5 and under 6 weeks	38	42	53	-
After 25 years of service:[3]				
2 weeks	1	-	-	-
3 weeks	36	16	47	38
4 weeks	13	11	-	44
5 weeks	10	31	-	5
Over 5 and under 6 weeks	1	-	-	-
6 weeks	2	-	-	14
Over 6 and under 7 weeks	38	42	53	-

[1] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[2] Periods of service were chosen arbitrarily and do not necessarily reflect individual establishment provisions for progression. For example, changes indicated at 10 years may include changes that occurred between 5 and 10 years.

[3] Vacation provisions were virtually the same after longer periods of service.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

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Table 40. Blended and prepared flour products: Health, insurance, and retirement plans

(Percent of production workers in establishments with specified health, insurance, and retirement plans,[1] United States and selected regions, September 1982)

Type of plan	United States[2]	Southwest	Great Lakes	Middle West
All workers	100	100	100	100
Workers in establishments providing:				
Life insurance	93	100	100	100
Noncontributory plans	89	58	100	95
Accidental death and dismemberment insurance	52	58	45	98
Noncontributory plans	48	16	45	93
Sickness and accident insurance or sick leave or both[3]	96	69	100	98
Sickness and accident insurance	87	69	98	93
Noncontributory plans	86	58	98	93
Sick leave (full pay, no waiting period)	3	-	-	5
Sick leave (partial pay or waiting period)	6	-	2	-
Long-term disability insurance	16	11	17	-
Noncontributory plans	4	-	-	-
Hospitalization insurance	100	100	100	100
Noncontributory plans	93	58	100	93
Surgical insurance	100	100	100	100
Noncontributory plans	93	58	100	93
Medical insurance	100	100	100	100
Noncontributory plans	93	58	100	93
Major medical insurance	99	100	100	100
Noncontributory plans	93	58	100	93
Dental insurance	68	75	70	62
Noncontributory plans	65	42	70	62
Vision care insurance	12	-	17	-
Noncontributory plans	12	-	17	-
Retirement plans[4]	94	100	98	95
Pensions	94	100	98	95
Noncontributory plans	93	91	98	95
Severance pay	-	-	-	-

[1] Includes those plans for which the employer pays at least part of the cost and excludes legally required plans such as workers' compensation and social security; however, plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or the employees receive benefits over legal requirements. "Noncontributory plans" include only those plans financed entirely by the employer.

[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] Unduplicated total of workers receiving sickness and accident insurance and sick leave shown separately.

[4] Although data were collected for severance pay plans, no workers were covered by such plans in this industry.

NOTE: Dashes indicate that no data were reported.

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Table 41. Blended and prepared flour products: Other selected benefits

(Percent of production workers in establishments with formal provisions for selected benefits,[1] United States and selected regions, September 1982)

Benefit	United States[2]	Southwest	Great Lakes	Middle West
Workers in establishments with provisions for:				
Funeral leave	99	100	100	98
Jury-duty leave	96	100	100	98
Technological severance pay	40	42	53	14
Supplemental unemployment benefits	-	-	-	-
Cost-of-living adjustments	11	-	17	-
Based on BLS Consumer Price Index	11	-	17	-

[1] For definition of items, see appendix A.
[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

NOTE: Dashes indicate that no data were reported.

Table 42. Wet corn mill products: Average hourly earnings by selected characteristics

(Number and average straight-time hourly earnings[1] of production workers by selected characteristics, United States and selected regions, September 1982)

Characteristic	United States[2]		Great Lakes		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
All production workers	6,312	$10.72	3,771	$10.94	1,934	$10.91
Men	5,793	10.74	3,353	10.90	1,897	10.92
Women	-	-	-	-	37	10.30
Size of community:						
Metropolitan areas[3]	4,676	10.81	3,771	10.94	-	-
Nonmetropolitan areas	1,636	10.46	-	-	1,385	11.10
Size of establishment:						
20-99 workers	333	7.57	-	-	-	-
100 workers or more	5,979	10.89	3,771	10.94	1,807	10.95
Labor-management contract coverage:						
Establishments with-						
Majority of workers covered	5,069	10.85	3,242	10.92	1,565	10.81
None or minority of workers covered	1,243	10.18	-	-	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.
[3] Standard Metropolitan Statistical Areas as defined by the Office of Management and Budget through April 1980.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

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Table 43. Wet corn mill products: Earnings distribution

(Percent distribution of production workers by straight-time hourly earnings,[1] United States and selected regions, September 1982)

Hourly earnings	United States[2]	Great Lakes	Middle West
Number of workers	6,312	3,771	1,934
Average (mean) earnings[3]	$10.72	$10.94	$10.91
Median[3]	10.88	10.89	11.05
Middle range:[3]			
1st quartile	10.19	10.36	10.33
3rd quartile	11.58	11.61	11.47
Total	100.0	100.0	100.0
Under $9.00	4.2	-	-
$9.00 and under $9.25	.3	-	-
$9.25 and under $9.50	.5	.1	.6
$9.50 and under $9.75	5.4	6.0	3.9
$9.75 and under $10.00	5.7	3.3	11.4
$10.00 and under $10.25	10.0	13.3	5.6
$10.25 and under $10.50	8.6	6.8	11.6
$10.50 and under $10.75	12.1	14.2	11.7
$10.75 and under $11.00	10.1	12.2	4.2
$11.00 and under $11.25	7.5	6.4	11.9
$11.25 and under $11.50	8.3	5.8	15.7
$11.50 and under $11.75	15.1	18.8	9.7
$11.75 and under $12.00	5.6	6.9	4.6
$12.00 and under $12.25	3.9	2.3	8.2
$12.25 and under $12.50	2.0	3.3	.1
$12.50 and under $12.75	.4	.6	-
$12.75 and under $13.00	.3	.2	.6

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] See appendix A for method used to compute means, medians, and middle ranges of earnings.

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.

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Table 44. Wet corn mill products: Occupational averages—all establishments

(Number and average straight-time hourly earnings[1] of workers in selected occupations, United States and selected regions, September 1982)

Department and occupation	United States[2]		Great Lakes		Middle West	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations						
Cleaners, bulk	15	$9.25	-	-	-	-
Receivers	47	10.62	23	$10.57	23	$10.93
Weighers	31	9.92	-	-	16	10.23
Processing						
Processors[3]	1,491	10.69	764	10.96	513	10.80
Converter operators	65	10.89	-	-	17	11.31
Machine tenders, dry starch	230	10.74	-	-	66	10.36
Machine tenders, milling	171	10.99	79	11.31	80	10.89
Machine tenders, syrup refining	186	10.66	-	-	46	10.80
Panelboard operators[3]	346	10.59	113	11.04	170	10.55
Dry starch	45	10.07	15	11.09	15	10.80
Milling	112	10.62	24	10.99	71	10.46
Syrup refining	103	10.74	-	-	60	10.48
Packing						
Packers	271	10.33	97	10.94	148	10.38
Dry syrup	30	10.70	-	-	27	10.71
Feed	40	10.32	-	-	28	10.29
Starch	173	10.32	-	-	73	10.40
Syrup	28	10.01	-	-	-	-
Material movement						
Laborers, material handling	196	10.19	95	10.78	85	10.27
Power-truck operators[3]	162	10.51	109	10.89	35	10.53
Forklift operators	143	10.53	91	10.99	34	10.53
Maintenance						
Electricians	215	11.75	110	11.75	84	11.94
Mechanics, general	300	11.00	42	11.78	206	11.11
Millwrights	159	11.81	104	11.78	-	-
Oilers	48	10.73	31	10.83	17	10.54
Sheet-metal workers	101	11.66	-	-	43	11.65
Service and custodial						
Guards	51	9.43	-	-	-	-
Janitors	176	9.78	-	-	24	10.34

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] Includes data for subcategories in addition to those shown separately.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

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Table 45. Wet corn mill products: Occupational averages by selected characteristics

(Number and average straight-time hourly earnings[1] of workers in selected occupations, United States and selected regions, September 1982)

Department and occupation	United States[2]											
	Metropolitan areas		Nonmetropolitan areas		Establishments with 20-99 workers		Establishments with 100 workers or more		Union[3]		Nonunion[4]	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations												
Cleaners, bulk	12	$8.89	–	–	–	–	13	$10.09	–	–	–	–
Receivers	28	10.33	–	–	–	–	46	10.75	38	$10.85	9	$9.64
Weighers	21	10.38	10	$8.96	–	–	28	10.51	25	10.49	–	–
Processing												
Processors[5]	1,048	10.73	443	10.59	62	$7.92	1,429	10.81	1,242	10.81	249	10.07
Converter operators	47	10.79	18	11.14	–	–	64	10.93	56	10.78	–	–
Machine tenders, dry starch	182	11.06	48	9.53	21	7.16	209	11.10	208	11.02	22	8.07
Machine tenders, milling	91	11.08	80	10.89	–	–	163	11.00	127	11.08	–	–
Machine tenders, syrup refining	–	–	42	10.80	–	–	186	10.66	159	10.69	–	–
Panelboard operators[5]	243	10.69	103	10.36	23	8.51	323	10.75	256	10.69	90	10.30
Dry starch	22	10.89	23	9.29	12	7.71	33	10.93	27	10.70	18	9.11
Milling	69	10.41	43	10.95	–	–	104	10.62	71	10.47	41	10.88
Syrup refining	69	10.69	34	10.84	–	–	103	10.74	85	10.69	18	10.96
Packing												
Packers	150	10.48	121	10.14	34	8.28	237	10.63	235	10.61	36	8.51
Dry syrup	–	–	–	–	–	–	30	10.70	30	10.70	–	–
Feed	24	10.01	16	10.78	–	–	40	10.32	36	10.28	–	–
Starch	100	10.73	73	9.77	34	8.28	139	10.82	145	10.77	28	7.99
Syrup	20	9.82	–	–	–	–	28	10.01	24	10.01	–	–
Material movement												
Laborers, material handling	122	10.60	74	9.53	28	7.84	168	10.59	178	10.40	16	8.11
Power-truck operators[5]	120	10.81	42	9.64	19	8.22	143	10.81	142	10.64	–	–
Forklift operators	101	10.89	42	9.64	19	8.22	124	10.88	123	10.68	–	–
Maintenance												
Electricians	138	11.70	77	11.83	–	–	212	11.80	191	11.80	–	–
Mechanics, general	119	10.99	–	–	–	–	249	11.26	236	11.10	64	10.63
Millwrights	136	11.76	–	–	–	–	159	11.81	136	11.76	–	–
Oilers	39	10.70	–	–	–	–	48	10.73	40	10.71	–	–
Sheet-metal workers	–	–	–	–	–	–	101	11.66	90	11.60	–	–
Service and custodial												
Guards	–	–	–	–	–	–	–	–	–	–	9	5.78
Janitors	–	–	23	9.95	–	–	170	9.83	171	9.88	–	–

See footnotes at end of table.

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Table 45. Wet corn mill products: Occupational averages by selected characteristics—Continued

(Number and average straight-time hourly earnings[1] of workers in selected occupations, United States and selected regions, September 1982)

Department and occupation	Great Lakes						Middle West					
	Metropolitan areas		Establishments with 100 workers or more		Union[3]		Nonmetropolitan areas		Establishments with 100 workers or more		Union[3]	
	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings	Number of workers	Average hourly earnings
Elevator operations												
Cleaners, bulk	–	–	–	–	–	–	–	–	–	–	–	–
Receivers	23	$10.57	23	$10.57	18	$10.74	–	–	23	$10.93	20	$10.95
Weighers	–	–	–	–	–	–	–	–	16	10.23	–	–
Processing												
Processors[5]	764	10.96	764	10.96	707	10.99	373	$11.05	489	10.82	411	10.73
Converter operators	–	–	–	–	–	–	17	11.31	17	11.31	–	–
Machine tenders, dry starch	–	–	–	–	–	–	33	10.62	62	10.36	57	10.25
Machine tenders, milling	79	11.31	79	11.31	79	11.31	80	10.89	72	10.91	–	–
Machine tenders, syrup refining	–	–	–	–	–	–	42	10.80	46	10.80	–	–
Panelboard operators[5]	113	11.04	113	11.04	80	11.23	82	10.89	158	10.56	140	10.45
Dry starch	15	11.09	15	11.09	–	–	15	10.80	–	–	–	–
Milling	24	10.99	24	10.99	10	11.51	38	10.97	63	10.44	–	–
Syrup refining	–	–	–	–	–	–	29	10.84	60	10.48	51	10.39
Packing												
Packers	97	10.94	97	10.94	–	–	109	10.62	128	10.42	142	10.37
Dry syrup	–	–	–	–	–	–	–	–	27	10.71	27	10.71
Feed	–	–	–	–	–	–	16	10.78	28	10.29	24	10.23
Starch	–	–	–	–	–	–	61	10.55	53	10.50	71	10.40
Syrup	–	–	–	–	–	–	–	–	–	–	–	–
Material movement												
Laborers, material handling	95	10.78	95	10.78	95	10.78	58	10.42	73	10.34	75	10.26
Power-truck operators[5]	109	10.89	109	10.89	107	10.90	33	10.53	25	10.79	21	10.31
Forklift operators	91	10.99	91	10.99	89	11.00	33	10.53	24	10.80	20	10.30
Maintenance												
Electricians	110	11.75	110	11.75	110	11.75	75	11.96	83	11.96	–	–
Mechanics, general	42	11.78	42	11.78	–	–	–	–	–	–	209	11.11
Millwrights	104	11.78	104	11.78	104	11.78	–	–	–	–	–	–
Oilers	31	10.83	31	10.83	28	10.91	–	–	17	10.54	12	10.24
Sheet-metal workers	–	–	–	–	–	–	–	–	43	11.65	–	–
Service and custodial												
Guards	–	–	–	–	–	–	–	–	–	–	–	–
Janitors	–	–	–	–	–	–	21	10.35	20	10.46	24	10.34

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] Includes data for establishments with a majority of workers covered by labor-management agreements.

[4] Includes data for establishments with none or a minority of workers covered by labor-management agreements.

[5] Includes data for subcategories in addition to those shown separately.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

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Table 46. Wet corn mill products: Occupational earnings distribution--all establishments

(Percent distribution of workers by straight-time hourly earnings,[1] selected occupations, United States, September 1982)

Hourly earnings	Elevator operations			Processing								
	Bulk cleaners	Receivers	Weighers	Processors[2]	Converter operators	Machine tenders, dry starch	Machine tenders, milling	Machine tenders, syrup refining	Panelboard operators[2]	Panelboard operators, dry starch	Panelboard operators, milling	Panelboard operators, syrup
Number of workers	15	47	31	1,491	65	230	171	186	346	45	112	103
Average (mean) earnings[3]	$9.25	$10.62	$9.92	$10.69	$10.89	$10.74	$10.99	$10.66	$10.59	$10.07	$10.62	$10.74
Median earnings[3]	10.00	10.72	10.88	10.73	10.88	11.08	10.88	10.68	10.83	10.53	10.68	10.94
Middle range:[3]												
1st quartile	9.73	10.15	9.71	10.36	10.72	10.19	10.68	10.56	10.25	10.25	9.87	9.87
3rd quartile	10.00	11.21	10.88	11.14	11.10	12.00	11.26	10.88	11.05	11.05	11.05	11.02
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under $6.00	[4] 13.3	2.1	9.7	.9	-	3.5	-	-	1.7	[5] 6.7	-	-
$6.00 and under $6.25	-	-	-	.4	-	-	-	-	-	-	-	-
$6.25 and under $6.50	-	-	-	.2	-	-	-	-	-	-	-	-
$6.50 and under $6.75	-	-	-	.2	-	-	-	-	.9	6.7	-	-
$6.75 and under $7.00	-	-	-	-	-	-	-	-	-	-	-	-
$7.00 and under $7.25	-	-	-	.1	-	.4	-	-	-	-	-	-
$7.25 and under $7.50	-	-	-	-	-	-	-	-	-	-	-	-
$7.50 and under $7.75	-	-	-	.7	-	4.3	-	-	-	-	-	-
$7.75 and under $8.00	-	-	-	.3	-	1.3	.6	-	-	-	-	-
$8.00 and under $8.25	-	-	-	.2	1.5	-	-	-	.6	4.4	-	-
$8.25 and under $8.50	-	-	-	-	-	-	-	-	-	-	-	-
$8.50 and under $8.75	-	-	-	.1	-	-	-	.5	-	-	-	-
$8.75 and under $9.00	-	-	-	-	-	-	-	-	-	-	-	-
$9.00 and under $9.25	-	-	-	.5	-	-	1.8	2.2	-	-	-	-
$9.25 and under $9.50	-	-	-	1.3	-	-	-	-	-	-	-	-
$9.50 and under $9.75	20.0	6.4	29.0	2.1	-	-	2.3	2.2	-	-	-	-
$9.75 and under $10.00	-	10.6	-	7.8	-	14.3	-	-	20.8	-	29.5	26.2
$10.00 and under $10.25	46.7	8.5	-	7.9	-	1.7	-	-	-	-	-	-
$10.25 and under $10.50	-	12.8	-	7.2	12.3	7.4	4.7	12.9	7.5	24.4	3.6	3.9
$10.50 and under $10.75	20.0	14.9	9.7	22.0	15.4	10.0	33.9	51.1	15.0	15.6	21.4	7.8
$10.75 and under $11.00	-	2.1	38.7	12.3	43.1	6.5	17.0	15.1	15.9	8.9	15.2	19.4
$11.00 and under $11.25	-	27.7	12.9	12.9	7.7	11.3	10.5	11.3	24.6	17.8	18.8	33.0
$11.25 and under $11.50	-	-	-	9.1	15.4	3.0	10.5	4.8	2.0	2.2	5.4	-
$11.50 and under $11.75	-	14.9	-	4.6	-	-	-	-	5.5	6.7	3.6	2.9
$11.75 and under $12.00	-	-	-	3.4	4.6	13.9	3.5	-	2.6	6.7	2.7	2.9
$12.00 and under $12.25	-	-	-	5.1	-	17.4	15.2	-	2.9	-	-	3.9
$12.25 and under $12.50	-	-	-	.7	-	4.8	-	-	-	-	-	-
$12.50 and under $12.75	-	-	-	-	-	-	-	-	-	-	-	-
$12.75 and under $13.00	-	-	-	-	-	-	-	-	-	-	-	-

See footnotes at end of table.

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Table 46. Wet corn mill products: Occupational earnings distribution—all establishments—Continued

(Percent distribution of workers by straight-time hourly earnings,[1] selected occupations, United States, September 1982)

Hourly earnings	Packing					Material movement			Maintenance					Service/custodial	
	Packers	Dry syrup packers	Feed packers	Starch packers	Syrup packers	Laborers	Power-truck operators[2]	Forklift operators	Electricians	General mechanics	Millwrights	Oilers	Sheet-metal workers	Guards	Janitors
Number of workers	271	30	40	173	28	196	162	143	215	300	159	48	101	51	176
Average (mean) earnings[3]	$10.33	$10.70	$10.32	$10.32	$10.01	$10.19	$10.51	$10.53	$11.75	$11.00	$11.81	$10.73	$11.66	$9.43	$9.78
Median earnings[3]	10.45	10.63	10.26	10.47	9.96	10.32	10.38	10.38	11.68	11.10	11.68	10.89	11.67	10.19	9.70
Middle range:[3]															
1st quartile	9.96	10.47	9.65	9.96	9.65	9.80	10.19	10.18	11.61	10.55	11.61	10.32	11.61	9.90	9.63
3rd quartile	11.05	11.05	10.73	11.70	10.32	11.40	11.77	11.77	12.07	11.58	11.87	10.89	11.68	10.27	10.00
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Under $6.00	3.3	–	–	5.2	–	2.6	1.9	2.1	.5	1.0	–	–	–	9.8	1.1
$6.00 and under $6.25	1.1	–	–	1.7	–	1.5	–	–	–	–	–	–	–	–	–
$6.25 and under $6.50	–	–	–	–	–	–	.6	.7	–	–	–	–	–	–	.6
$6.50 and under $6.75	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
$6.75 and under $7.00	–	–	–	–	–	–	–	–	–	1.0	–	–	–	–	–
$7.00 and under $7.25	–	–	–	–	–	–	–	–	–	.7	–	–	–	7.8	1.1
$7.25 and under $7.50	–	–	–	–	–	4.1	–	–	–	–	–	–	–	–	–
$7.50 and under $7.75	–	–	–	–	–	–	3.1	3.5	–	–	–	–	–	–	–
$7.75 and under $8.00	.7	–	–	1.2	–	–	–	–	.5	–	–	–	–	–	–
$8.00 and under $8.25	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
$8.25 and under $8.50	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
$8.50 and under $8.75	–	–	–	–	–	–	–	–	–	2.0	–	–	–	–	–
$8.75 and under $9.00	–	–	–	–	–	–	–	–	–	.3	–	–	–	–	–
$9.00 and under $9.25	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
$9.25 and under $9.50	–	–	–	–	–	–	–	–	–	–	–	–	–	–	–
$9.50 and under $9.75	15.1	–	30.0	9.8	42.9	11.2	–	–	–	–	–	–	–	–	56.8
$9.75 and under $10.00	6.6	–	–	8.1	14.3	19.4	11.7	13.3	–	–	–	12.5	–	19.6	–
$10.00 and under $10.25	16.6	13.3	20.0	16.8	14.3	7.7	9.9	11.2	–	4.0	–	10.4	–	17.6	31.3
$10.25 and under $10.50	14.0	23.3	10.0	13.3	14.3	14.8	32.7	24.5	–	6.3	–	12.5	–	41.2	1.1
$10.50 and under $10.75	8.5	23.3	20.0	2.3	14.3	.5	6.8	7.0	–	16.7	–	–	–	3.9	–
$10.75 and under $11.00	–	–	–	–	–	10.2	3.1	3.5	3.7	15.3	–	41.7	–	–	5.7
$11.00 and under $11.25	15.1	40.0	20.0	12.1	–	–	3.1	3.5	–	3.3	–	4.2	–	–	2.3
$11.25 and under $11.50	–	–	–	–	–	11.7	1.2	1.4	1.4	–	–	10.4	24.8	–	–
$11.50 and under $11.75	18.8	–	–	29.5	–	16.3	–	–	51.6	45.7	57.9	8.3	53.5	–	–
$11.75 and under $12.00	–	–	–	–	–	–	25.9	29.4	9.8	.3	19.5	–	10.9	–	–
$12.00 and under $12.25	–	–	–	–	–	–	–	–	27.0	–	14.5	–	9.9	–	–
$12.25 and under $12.50	–	–	–	–	–	–	–	–	3.7	–	8.2	–	1.0	–	–
$12.50 and under $12.75	–	–	–	–	–	–	–	–	1.9	1.7	–	–	–	–	–
$12.75 and under $13.00	–	–	–	–	–	–	–	–	–	1.7	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

[2] Includes data for subcategories in addition to those shown separately.

[3] See appendix A for method used to compute means, medians, and middle ranges of earnings.

[4] All workers were at $3.70 and under $3.80

NOTE: Because of rounding, sums of individual items may not equal 100. Dashes indicate that no data were reported.

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Table 47. Wet corn mill products: Method of wage payment

(Percent of production workers by method of wage payment,[1] United States and selected regions, September 1982)

Method	United States[2]	Great Lakes	Middle West
All workers	100	100	100
Time-rated workers	100	100	100
Formal plans	100	100	100
Single rate	81	89	66
Range of rates	19	10	34
Individual rates	[3]	-	-
Incentive workers	[3]	[3]	-

[1] For definition of method of wage payment, see appendix A.
[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.
[3] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

Table 48. Wet corn mill products: Scheduled weekly hours

(Percent of production workers by scheduled weekly hours,[1] United States and selected regions, September 1982)

Weekly hours	United States[2]	Great Lakes	Middle West
All workers	100	100	100
40 hours	83	90	67
42 and under 43 hours	17	10	33

[1] Data relate to the predominant schedule for full-time day-shift workers in each establishment.
[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

NOTE: Because of rounding, sums of individual items may not equal 100.

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Table 49. Wet corn mill products: Shift differential provisions

(Percent of production workers by shift differential provisions,[1] United States and selected regions, September 1982)

Shift differential	United States[2]	Great Lakes	Middle West
Second shift			
Workers in establishments with second-shift provisions	98.6	100.0	100.0
With shift differential	91.4	89.6	100.0
Uniform cents per hour	91.4	89.6	100.0
10 cents	.2	-	-
12 cents	22.5	37.6	-
14 cents	8.7	-	28.4
15 cents	2.7	-	6.6
16 cents	3.4	-	-
20 cents	40.0	40.1	45.9
25 cents	12.9	11.9	19.1
40 cents	.9	-	-
Third shift			
Workers in establishments with third-shift provisions	97.9	100.0	100.0
With shift differential	90.5	89.6	100.0
Uniform cents per hour	90.5	89.6	100.0
10 cents	.2	-	-
14 cents	8.7	-	28.4
18 cents	22.5	37.6	-
25 cents	5.6	-	15.8
26 cents	3.4	-	-
30 cents	9.2	12.0	6.6
36 cents	2.1	3.6	-
40 cents	25.8	24.4	30.1
50 cents	12.9	11.9	19.1

[1] Refers to policies of establishments currently operating late shifts or having provisions covering late shifts.

[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

Table 50. Wet corn mill products: Shift differential practices

(Percent of production workers employed on late shifts by amount of pay differential, United States and selected regions, September 1982)

Shift differential	United States[1]	Great Lakes	Middle West
Second shift			
Workers employed on second shift	23.0	22.3	26.4
Receiving differential	20.9	19.1	26.4
Uniform cents per hour	20.9	19.1	26.4
10 cents	.1	-	-
12 cents	4.8	8.0	-
14 cents	2.5	-	8.3
15 cents	.8	-	2.0
16 cents	.5	-	-
20 cents	8.8	8.8	10.6
25 cents	3.1	2.4	5.5
40 cents	.3	-	-
Third shift			
Workers employed on third shift	20.5	19.6	24.9
Receiving differential	18.4	16.5	24.9
Uniform cents per hour	18.4	16.5	24.9
14 cents	2.5	-	8.3
18 cents	3.7	6.2	-
25 cents	1.3	-	3.9
26 cents	.5	-	-
30 cents	1.8	2.0	2.0
36 cents	.6	1.1	-
40 cents	4.9	4.9	5.2
50 cents	3.1	2.4	5.5

[1] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

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Table 51. Wet corn mill products: Paid holidays

(Percent of production workers in establishments with formal provisions for paid holidays, United States and selected regions, September 1982)

Number of paid holidays	United States[1]	Great Lakes	Middle West
All workers	100	100	100
Workers in establishments providing paid holidays	94	90	100
6 days	(2)	-	-
8 days	6	-	19
9 days	15	12	18
10 days	59	78	28
11 days	12	-	28
12 days	2	-	7

[1] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.
[2] Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

Table 52. Wet corn mill products: Paid vacations

(Percent of production workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, September 1982)

Vacation policy	United States[1]	Great Lakes	Middle West
All workers	100	100	100
Method of payment			
Workers in establishments providing paid vacations	100	100	100
Length-of-time payment	99	100	100
Percentage payment	1	-	-
Amount of vacation pay[2]			
After 1 year of service:			
1 week	80	90	63
Over 1 and under 2 weeks	11	-	37
2 weeks	9	10	-
After 2 years of service:			
2 weeks	73	88	35
Over 2 and under 3 weeks	27	12	65
After 3 years of service:			
2 weeks	71	85	35
Over 2 and under 3 weeks	27	12	65
3 weeks	2	4	-
After 5 years of service:			
2 weeks	57	73	35
Over 2 and under 3 weeks	18	-	59
3 weeks	21	24	-
Over 3 and under 4 weeks	2	-	7
4 weeks	2	4	-
After 10 years of service:			
3 weeks	67	85	35
Over 3 and under 4 weeks	30	12	65
5 weeks	2	4	-
After 12 years of service:			
3 weeks	60	73	35
Over 3 and under 4 weeks	23	-	65
4 weeks	14	24	-
5 weeks	2	4	-
After 15 years of service:			
3 weeks	1	-	-
4 weeks	67	85	35
Over 4 and under 5 weeks	23	-	65
5 weeks	9	15	-
After 20 years of service:			
3 weeks	1	-	-
4 weeks	1	-	-
5 weeks	68	88	35
Over 5 and under 6 weeks	20	-	53
6 weeks	4	-	13
Over 6 and under 7 weeks	7	12	-

See footnotes at end of table.

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Table 52. Wet corn mill products: Paid vacations—Continued

(Percent of production workers in establishments with formal provisions for paid vacations after selected periods of service, United States and selected regions, September 1982)

Vacation policy	United States[1]	Great Lakes	Middle West
Amount of vacation pay[2]—Continued			
After 25 years of service:			
3 weeks	1	-	-
4 weeks	1	-	-
5 weeks	14	-	35
Over 5 and under 6 weeks	5	-	7
6 weeks	53	88	-
Over 6 and under 7 weeks	21	12	46
Over 7 weeks	4	-	13
After 30 years of service:[3]			
3 weeks	1	-	-
4 weeks	1	-	-
5 weeks	14	-	35
Over 5 and under 6 weeks	5	-	7
6 weeks	53	88	-
Over 6 and under 7 weeks	14	-	46
Over 7 weeks	11	12	13

[1] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[2] Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were chosen arbitrarily and do not necessarily reflect individual establishment provisions for progression. For example, changes indicated at 10 years may include changes that occurred between 5 and 10 years.

[3] Vacation provisions were virtually the same after longer periods of service.

NOTE: Because of rounding, sums of individual items may not equal totals. Dashes indicate that no data were reported.

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Table 53. Wet corn mill products: Health, insurance, and retirement plans

(Percent of production workers in establishments with specified health, insurance, and retirement plans,[1] United States and selected regions, September 1982)

Type of plan	United States[2]	Great Lakes	Middle West
All workers	100	100	100
Workers in establishments providing:			
Life insurance	100	100	100
Noncontributory plans	75	76	68
Accidental death and dismemberment insurance	94	100	87
Noncontributory plans	64	64	68
Sickness and accident insurance or sick leave or both[3]	100	100	100
Sickness and accident insurance	100	100	100
Noncontributory plans	89	100	63
Sick leave (full pay, no waiting period)	11	-	28
Sick leave (partial pay or waiting period)	11	10	16
Long-term disability insurance	47	60	28
Noncontributory plans	36	48	16
Hospitalization insurance	100	100	100
Noncontributory plans	54	52	51
Surgical insurance	100	100	100
Noncontributory plans	54	52	51
Medical insurance	100	100	100
Noncontributory plans	54	52	51
Major medical insurance	100	100	100
Noncontributory plans	53	52	51
Dental insurance	83	76	100
Noncontributory plans	61	64	51
Vision care insurance	32	41	16
Noncontributory plans	31	41	16
Retirement plans[4]	100	100	100
Pensions	100	100	100
Noncontributory plans	100	100	100
Severance pay	-	-	-

[1] Includes those plans for which the employer pays at least part of the cost and excludes legally required plans such as workers' compensation and social security; however, plans required by State temporary disability insurance laws are included if the employer contributes more than is legally required or the employees receive benefits over legal requirements. "Noncontributory plans" include only those plans financed entirely by the employer.

[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

[3] Unduplicated total of workers receiving sickness and accident insurance and sick leave shown separately.

[4] Although data were collected for severance pay plans, no workers were covered by such plans in this industry.

Table 54. Wet corn mill products: Other selected benefits

(Percent of production workers in establishments with formal provisions for selected benefits,[1] United States and selected regions, September 1982)

Benefit	United States[2]	Great Lakes	Middle West
Workers in establishments with provisions for:			
Funeral leave	100	100	100
Jury-duty leave	100	100	100
Technological severance pay	50	74	18
Supplemental unemployment benefits	7	12	-
Cost-of-living adjustments	52	74	13
Based on BLS Consumer Price Index	52	74	13

[1] For definition of items, see appendix A.

[2] Includes data for regions in addition to those shown separately. For definition of regions, see appendix table A-1, footnote 1.

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Appendix A. Scope and Method of Survey

Scope of survey

The survey included establishments engaged primarily in the following manufacturing activities as defined in the 1972 edition of the *Standard Industrial Classification Manual* prepared by the U.S. Office of Management and Budget:

1. Milling flour or meal from grain, except rice (SIC 2041). The products of the *flour and other grain mill products* industry may be sold plain or in the form of prepared mixes or doughs for specific purposes.
2. Cleaning and polishing rice, and in manufacturing rice flour or meal (SIC 2044). Other important products of the *rice milling* industry include brown rice, milled rice (including polished rice), and rice bran.
3. Preparing blended flours and flour mixes or doughs from purchased flour (SIC 2045).
4. Milling corn or sorgum grain (milo) by the wet process method, and producing starch, syrup, oil, sugar, and byproducts, such as gluten feed and meal (SIC 2046). Also included in the *wet corn milling* industry are establishments primarily manufacturing starch from other vegetable sources (potatoes, wheat, etc.).

Excluded from the survey were separate auxiliary units such as central offices and warehouses.

Establishments studied were selected from those employing 20 workers or more at the time of reference of the data used in compiling the universe lists. Table A-1 shows the number of establishments and workers estimated to be within the scope of the survey, as well as the number actually studied by the Bureau.

Method of study

Data were obtained by personal visits of the Bureau's field representatives to a probability-based sample of establishments within the scope of the survey. To obtain appropriate accuracy at minimum cost, a greater proportion of large than of small establishments was studied. In combining the data, each establishment was given an appropriate weight. All estimates are presented, therefore, as relating to all establishments in each industry, excluding only those below the minimum size at the time of reference of the universe data.

Establishment definition

An establishment is defined for this study as a single physical location where manufacturing operations are performed. An establishment is not necessarily identical with a company, which may consist of one establishment or more. The terms "establishment" and "mill" are used interchangeably in this bulletin. Grain elevators, which are located at the milling site, are included.

Employment

Estimates of the number of workers within the scope of the study are intended as a general guide to the size and composition of the industry's labor force, rather than as precise measures of employment.

Production workers

The terms "production workers" and "production and related workers," used interchangeably in this bulletin, include working supervisors and all nonsupervisory workers engaged in nonoffice activities. Administrative, executive, office, professional, and technical personnel, and force-account construction employees, who are used as a separate work force on the firm's own properties, are excluded.

Occupational classification

Occupational classification was based on a uniform set of job descriptions designed to take account of interestablishment and interarea variations in duties within the same job. (See appendix B for these descriptions.) The criteria for selection of the occupations were: The number of workers in the occupation, the usefulness of the data in collective bargaining, and appropriate representation of the entire job scale in the industry. Working supervisors, apprentices, learners, beginners, trainees, and handicapped, part-time, temporary, and probationary workers were not reported in the data for selected occupations but were included in the data for all production workers.

Wage data

Information on wages relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Cost-of-living bonuses were included as part of the workers'

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Table A-1. Estimated number of establishments and employees within scope of survey and number studied, grain mill products, September 1982

Industry and region[1]	Number of establishments[2]		Workers in establishments		
	Within scope of study	Actually studied	Within scope of study		Total actually studied[3]
			Total[4]	Production workers	
Total, grain mill products	255	146	32,625	23,261	24,833
Flour mills:					
United States[5]	148	74	11,529	8,115	7,476
Middle Atlantic	10	7	1,060	762	886
Southeast	27	14	1,505	902	1,073
Southwest	15	9	1,186	836	944
Great Lakes	34	11	3,177	2,263	1,768
Middle West	34	14	2,435	1,869	1,249
Mountain	9	6	614	468	471
Pacific	14	8	1,382	894	915
Rice mills:					
United States[5]	30	17	4,391	3,246	3,218
Southwest	23	11	3,667	2,707	2,629
Blended and prepared flour mills:					
United States[5]	52	34	7,156	5,588	5,207
Southwest	5	5	638	475	638
Great Lakes	20	8	4,075	3,335	2,538
Middle West	6	5	783	631	618
Wet corn mills:					
United States[5]	25	21	9,549	6,312	8,932
Great Lakes	7	6	5,872	3,771	5,625
Middle West	10	7	2,856	1,934	2,486

[1] The regions used in this study include *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Border States*—Delaware, District of Columbia, Kentucky, Maryland, Virginia, and West Virginia; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina, and Tennessee; *Southwest*—Arkansas, Louisiana, Oklahoma, and Texas; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; *Middle West*—Iowa, Kansas, Missouri, Nebraska, North Dakota, and South Dakota; *Mountain*—Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming; and *Pacific*—California, Nevada, Oregon, and Washington. Alaska and Hawaii were not included in the study.

[2] Includes only those establishments with 20 workers or more at the time of reference of the universe data.

[3] Data relate to total employment in establishments actually visited.

[4] Includes executive, professional, office, and other workers in addition to the production worker category shown separately.

[5] Includes data for regions in addition to those shown separately.

regular pay. Nonproduction bonus payments, such as Christmas or yearend bonuses, were excluded.

Average (mean) hourly rates or earnings for each occupation or category of workers, such as production workers, were calculated by weighting each rate (or hourly earnings) by the number of workers receiving the rate, totaling, and dividing by the number of individuals. The hourly earnings of salaried workers, if any, were obtained by dividing straight-time salary by normal (or standard) hours to which the salary corresponds.

The *median* designates position; that is, one-half of the employees surveyed received more than this rate and one-half received less. The *middle range* is defined by two rates of pay such that one-fourth of the employees earned less than the lower of these rates and one-fourth earned more than the higher rate.

Size of community

Tabulations by size of community pertain to metropolitan and nonmetropolitan areas. The term "metropolitan areas," as used in this bulletin, refers to the Standard Metropolitan Statistical Areas as defined by the U.S. Office of Management and Budget through April 1980. Except in New England, a Standard Metropolitan Statistical Area is defined as a county or group of contiguous counties which contains at least one city of 50,000 inhabitants or more. Counties contiguous to the one containing such a city are included in a Standard Metropolitan Statistical Area if, according to certain criteria, they are essentially metropolitan in character and are socially and economically integrated with the central city. In New England, where the city and town are administratively more important than the county, they are the units used in defining Standard Metropolitan Statistical Areas.

Labor-management agreements

Separate wage data are presented, where possible, for establishments that had (1) a majority of the production workers covered by labor-management contracts, and (2) none or a minority of the production workers covered by labor-management contracts.

Method of wage payment

Tabulations by method of wage payment relate to the number of workers paid under the various time and incentive wage systems. Formal rate structures for time-rated workers provide single rates or a range of rates

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for individual job categories. In the absence of a formal rate structure, pay rates are determined primarily by the qualifications of the individual worker. A single-rate structure is one in which the same rate is paid to all experienced workers in the same job classification. Learners, apprentices, or probationary workers may be paid according to rate schedules which start below the single rate and permit the workers to achieve the full job rate over a period of time. An experienced worker occasionally may be paid above or below the single rate for special reasons, but such payments are exceptions. Range-of-rate plans are those in which the minimum, maximum, or both of these rates, paid experienced workers for the same job are specified. Specific rates of individual workers within the range may be determined by merit, length of service, or a combination of these. Incentive workers are classified under piecework or bonus plans. Piecework is work for which a predetermined rate is paid for each unit of output. Production bonuses are for production in excess of a quota or for completion of a task in less than standard time.

Scheduled weekly hours

Data on weekly hours refer to the predominant work schedule for full-time production workers employed on the day shift.

Shift-differential provisions and practices

Shift provisions relate to the policies of establishments either currently operating late shifts or having formal provisions covering such work. Shift practices relate to workers employed on late shifts.

Establishment practices and employee benefits

Supplementary benefits in an establishment were considered applicable to all production workers if they applied to half or more of such workers in the establishment. Similarly, if fewer than half of the workers were covered, the benefit was considered nonexistent in the establishment. Because of length-of-service and other eligibility requirements, the proportion of workers receiving the benefits may be smaller than estimated.

Paid holidays. Paid-holiday provisions relate to full-day and half-day holidays provided annually.

Paid vacations. The summary of vacation plans is limited to formal arrangements and excludes informal plans whereby time off with pay is granted at the discretion of the employer or supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay. The periods of service for which data are presented represent the most common practices, but they do not necessarily reflect individual establishment provisions for progression. For example, changes in proportions indicated at 10 years of service may include changes which occurred between 5 and 10 years.

Health, insurance, and retirement plans. Data are presented for health, insurance, pension, and retirement severance pay plans for which the employer pays all or a part of the cost, excluding programs required by law such as workers' compensation and social security. Among plans included are those underwritten by a commercial insurance company and those paid directly by the employer from current operating funds or from a fund set aside for this purpose.

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes at least a part of the cost. However, in New York and New Jersey, where temporary disability insurance laws require employer contributions,[1] plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employees with benefits which exceed the requirements of the law.

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided for (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period.

Long-term disability insurance plans provide payments to totally disabled employees upon the expiration of sick leave, sickness and accident insurance, or both, or after a specified period of disability (typically 6 months). Payments are made until the end of disability, a maximum age, or eligibility for retirement benefits. Payments may be full or partial, but are almost always reduced by social security, workers' compensation, and private pension benefits payable to the disabled employee.

Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Such plans may be underwritten by a commercial insurance company or a nonprofit organization, or they may be a form of self-insurance.

Major medical insurance, sometimes referred to as extended medical or catastrophe insurance, includes plans designed to cover employees for sickness or injury involving an expense which exceeds the normal coverage of hospitalization, medical, and surgical plans.

Dental insurance, for purposes of this survey, covers routine dental work such as fillings, extractions, and

[1] The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

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X-rays. Excluded are plans which cover only oral surgery or accidental injury.

Vision care insurance, for purposes of this survey, covers eye examinations and eyeglasses. Excluded are plans which cover only certain kinds of surgery or care required as a result of an accident.

Tabulations of retirement pensions are limited to plans which provide regular payments for the remainder of the retiree's life. Data are presented separately for retirement severance pay (one payment or several over a specified period of time) made to employees on retirement. Establishments providing both retirement severance payments and retirement pensions to employees were considered as having both retirement pensions and retirement severance pay plans; however, establishments having optional plans providing employees a choice of either retirement severance payments or pensions were considered as having only retirement pension benefits.

Paid funeral and jury-duty leave. Data for paid funeral and jury-duty leave relate to formal plans which provide at least partial payment for time lost as a result of attending funerals of specified family members or serving as a juror.

Cost-of-living adjustments. Data relate to fomal plans whereby wage rates are adjusted periodically in keeping with changes in the Consumer Price Index or some other measure.

Technological severance pay. Data relate to formal plans providing for payments to employees permanently separated from the company because of a technological change or plant closing.

Supplemental unemployment benefits. Data relate to formal plans which supplement benefits paid under State unemployment insurance systems.

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Appendix B. Occupational Descriptions

The primary purpose of preparing job descriptions for the Bureau's wage surveys is to assist its field representatives to classify into appropriate occupations workers who are employed under a variety of payroll titles and different work arrangements from establishment to establishment and from area to area. This permits the grouping of occupational wage rates representing comparable job content. Because of this emphasis on interestablishment and interarea comparability of occupational content, the Bureau's job descriptions may differ significantly from those used in individual establishments or those prepared for other purposes. In applying these job descriptions, the Bureau's field representatives were instructed to exclude working supervisors, apprentices, learners, beginners, trainees and handicapped, part-time, temporary, and probationary workers.

The titles and the 3- or 4-digit codes below the job titles in this appendix are taken from the 1980 edition of the *Standard Occupational Classification Manual* (SOC), issued by the U.S. Department of Commerce, Office of Federal Statistical Policy and Standards.

In general, the Bureau of Labor Statistics' occupational descriptions are much more specific than those found in the SOC manual. For example, eight of the occupations studied fell into two SOC classifications (7676 and 7677). Therefore, in comparing the results of this survey with other sources, differences in occupational definitions should be taken into consideration.

Elevator Operations

Cleaner, bulk

(7673: Washing, cleaning, and pickling equipment operators and tenders)

Tends one or more separating, aspirating, scouring, washing, or tempering machines to remove foreign materials such as dirt, stones, sticks, or metal fragments from bulk inputs prior to processing. May also repair such machinery.

Receiver

(Elevator operator)

(4753: Traffic, shipping and receiving clerks)

Controls conveyor or elevator systems which transfer bulk inputs from vehicles to stockpiles, or to cleaning or weighing processes. May also repair, clean, or adjust such machinery. May initiate cleaning process, or weigh or tally deliveries.

Weigher

(4756: Weighers, measurers, and checkers)

Weighs deliveries received through conveyor system, usually using beam scale. Records weights, descriptions, and source of bulk deliveries. May assist or be assisted by receiver.

Processing—Flour and Other Grain Mill Products

Processor

(766-767: Machine operators and tenders)

In addition to the occupations described below, includes operators of other processing department machinery.

Blender

(7664: Mixing and blending machine operators and tenders)

Blends milled grains into prescribed proportions for specific quality flours. May tend enriching machines to produce patent or other flours.

Bolter

(Sifter; purifier operator)

(7666: Separating and filtering machine operators and tenders)

Sifts ground grain in the sifting and aspirating machines to remove the broken kernels and lumps to be returned to grinding mills for further processing; adjusts feed slides so machine can take in only as much grain as it will sift.

Miller, flour

(Second miller)

(7677: Crushing, grinding, and polishing machine operators and tenders)

Performs any or all necessary cleaning, grinding, bolting (sifting), and packing jobs in a grain mill. Starts machinery and examines grain at various stages of manufacture to determine degree of fineness. Inspects various

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mills for proper operation and makes any necessary adjustments.

Roll tender

(7677: Crushing, grinding, and polishing machine operators and tenders)

Regulates flow of grain between various grinding rollers of a rolling mill. Work includes: Moving rollers together so that grain passing between them will be crushed; starts feeder roll which moves grain out of supply hopper of mill and causes it to fall between rotating grinding rolls.

Processing—Rice Mill Products

Processor

(766-767: Machine operators and tenders)

In addition to the occupations described below, includes operators of other processing department machinery.

Cooker and drier

(7679: Miscellaneous machine operators and tenders, not elsewhere classified)

Tends steam pressure cooker for parboiling or cooking rice prior to removal of hulls, and/or tends heating or drying machines to prepare moist or parboiled rice for hulling. (Also includes freezedry operators in instant or quick-cook operations). May also repair such machinery.

Huller and pearler

(7666: Separating and filtering machine operators and tenders)

Tends any of various machines which separate the hull from the rice, and/or any of the various machines for the removal of the cuticle and bran layers from the separate rice kernels. May also repair such machinery.

Polisher and separator

(7677: Crushing, grinding, and polishing machine operators and tenders)

Tends any of various machines for the buffing or polishing of white rice, and/or any of various sorting machines for the removal and collection of resulting by-products, such as brokens, bran, and rice polish. May also repair such machinery.

Processing—Blended and Prepared Flour Products

Processor

(766-767: Machine operators and tenders)

In addition to the occupations described below, includes operators of other processing department machinery.

Machine tender, mixing and blending

(7664: Mixing and blending machine operators and tenders)

Tends one or more areas, conveyors, or mixing vats. Adjusts or sets up machines, independently or under the direction of panelboard operator, to facilitate continuous process flow.

Panelboard operator, mixing and blending

(7664: Mixing and blending machine operators and tenders)

Operates a panelboard to monitor and control some or all of the mixing, blending, and conveying operations involved in the manufacture of flour mixes or doughs. Observes dials, meters, lights, and gauges for indications of overloads, malfunctions, or system blockages. Notifies specific area, or machine tenders involved, of observed deficiencies or maladjustments. Notifies maintenance personnel of equipment malfunctions or failures.

Processing—Wet Corn Mill Products

Processor

(766-767: Machine operators and tenders)

In addition to the occupations described below, includes operators of other processing department machinery.

Converter operator

(7676: Still, clarifier, and precipitator operators and tenders)

Operates converter that changes starch into glucose or corn syrup, and tests product to verify purity. Turns valves to admit steam, water, and starch into converter. Monitors cooking of starch, treating with acid or enzymes; makes titration tests, and routes syrup to refining or storage areas when conversion is complete.

Machine tender, dry starch

(7679: Miscellaneous machine operators and tenders, not elsewhere classified)

Tends one or more of the following machines or areas: Blending tank, filter, dewatering press, drier. Observes, adjusts, or sets up machines, independently or under the direction of panelboard operator, to facilitate continuous flow of starch through treating, purifying, and drying operations.

Machine tender, milling

(7677: Crushing, grinding, and polishing machine operators and tenders)

Tends one or more of the following machines or areas: Steep tanks, degerminators, grinders, fiber washers, or centrifuges. Observes, adjusts, or sets up machines, independently or under the direction of panel-

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board operator, to facilitate continuous flow of corn kernels through the initial milling operations.

Machine tender, syrup refining

(7676: Still, clarifier, and precipitator operators and tenders)

Tends one or more of the following machines or areas: Filters (charcoal or other), coolers, driers, or evaporators. Observes, adjusts, or sets up machines, independently or under the direction of panelboad operator, to facilitate the continuous flow of syrups through purification and concentration operations.

Panelboard operator, dry starch

(7679: Miscellaneous machine operators and tenders, not elsewhere classified)

Operates a panelboard to monitor and control some or all of the blending, filtering, dewatering, or drying operations in the production of dry starch at a corn processing plant. Observes dials, meters, lights, and gauges for indications of overloads, malfunctions, or system blockages. Notifies specfic area, or machine tenders involved, of observed deficiencies or maladjustments. Notifies maintenance personnel of equipment malfunctions or failures.

Panelboard operator, milling

(7677: Crushing, grinding, and polishing machine operators and tenders)

Operates a panelboard to monitor and control some or all of the steeping, degerminating, grinding, separating, and fiber washing operations of a corn processing plant. Observes dials, meters, lights, and gauges for indications of overloads, malfunctions, or system blockages. Notifies specific area, or machine tenders involved, of observed deficiencies or maladjustments. Notifies maintenance personnel of equipment malfunctions or failures.

Panelboard operator, syrup refining

(7676: Still, clarifier, and precipitator operators and tenders)

Operates a panelboard to monitor and control some or all of the filtering, purifying, cooling, or concentrating operations in the production of corn syrup and syrup solids. Observes dials, meters, lights, and gauges for indications of overloads, malfunctions, or system blockages. Notifies specific area, or machine tenders involved, of observed deficiencies or maladjustments. Notifies maintenance personnel of equipment malfunctions or failures.

Panelboard operator, not elsewhere classified

(7679: Miscellaneous machine operators and tenders, not elsewhere classified)

Operates two or more panelboards in a mill rather than being assigned to only one type of panelboard. The general, or combination, panelboard operator is trained to monitor and control some or all of the operations performed from a panelboard at the processing stage in a grain mill. Panelboard operators who cannot be classified by type of panelboard are included in this classification. Processing department employees who use numerically-controlled equipment, other than panelboards, are to be classified as other processors, not elsewhere classified.

Packing

Packer

(7662: Packaging and filling machine operators and tenders)

Tends a machine that packs and weighs finished products or materials; places empty sack, bag, or other container over discharge nozzle or spout of packing machine; starts flow of product or material into container; shuts off or stops flow of product or material when specified weight or amount has entered the container (machine may do this automatically). May seal or close containers by hand or machine. May make adjustments and minor repairs.

For wage study purposes, packers in grain mill products are classified by product within the individual industries, as follows:

Flour and other grain mill products:

Packer, feed
Packer, flour

Rice mill products:

Packer, bran
Packer, rice

Blended and prepared flour products:

Packer, doughs
Packer, flour mixes

Wet corn mill products:

Packer, dry syrup
Packer, feed
Packer, germ
Packer, starch
Packer, syrup

Material Movement

Laborer, material handling

(Loader and unloader; handler and stacker; shelver; trucker; stock helper; warehouse helper)

(8726: Freight, stock, and material movers, not elsewhere classified)

A worker employed in a warehouse, manufacturing plant, or other establishment whose duties involve *one*

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or more of the following: Loading and unloading various materials and merchandise on or from freight cars, trucks, or other transporting devices; unpacking, shelving, or placing materials or merchandise in proper storage location; transporting materials or merchandise by hand truck, car, or wheelbarrow. *Longshore workers, who load and unload ships, are excluded.*

Power-truck operator

(8318: Industrial truck and tractor equipment operators)

Operates a manually controlled gasoline- or electric-powered truck or tractor to transport goods and materials in a warehouse, manufacturing plant, or other establishment.

For wage study purposes, workers are classified by type of truck, as follows:

Forklift operator

Power-truck operator (other than forklift operator)

Maintenance

Electrician

(6152: Electric motor, transformer, and related repairers)

Performs a variety of electrical trade functions such as the installation, maintenance, or repair of equipment for the generation, distribution, or utilization of electric energy in an establishment. Work involves *most of the following*: Installing or repairing any of a variety of electrical equipment such as generators, transformers, switchboards, controllers, circuit breakers, motors, heating units, conduit systems, or other transmission equipment; working from blueprints, drawings, layouts, or other specifications; locating and diagnosing trouble in the electrical system or equipment; working standard computations relating to load requirements of wiring or electrical equipment; and using a variety of electrician's handtools and measuring and testing instruments. In general, the work of the maintenance electrician requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

Mechanic, general

(6178: Millwrights)

Performs the work of two or more maintenance trades rather than specializing in only one trade or one type of maintenance work. Typically, the work of a general mechanic requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

The classification includes workers who regularly perform two or more types of skilled maintenance work within a section or department of a large establishment, such as pipefitting, millwrighting, welding, machining, machine and equipment repairing, and carpentry, among others. It also includes workers that maintain and repair machines, mechanical and electrical equipment, and/or the structure of a small establishment where specialization in maintenance work is impractical. It *does not*, however, include workers who only make minor repairs or adjustments.

Millwright

(6178: Millwrights)

Installs new machines or heavy equipment, and dismantles and installs machines or heavy equipment when changes in the plant layout are required. Work involves *most of the following*: Planning and laying out work; interpreting blueprints or other specifications; using a variety of handtools and rigging; making standard shop computations relating to stresses, strength of materials, and centers of gravity; aligning and balancing of equipment; selecting standard tools, equipment, and parts to be used; and installing and maintaing in good order power transmission equipment such as drives and speed reducers. In general, the millwright's work normally requires rounded training and experience in the trade acquired through a formal apprenticeship or equivalent training and experience.

Oiler

(614: Machinery maintenance occupations)

Lubricates, with oil or grease, the moving parts or wearing surfaces of mechanical equipment of an establishment. May *also* clean surface of, or around, machines.

Sheet-metal worker

(6824: Sheet-metal workers)

Fabricates, installs, and maintains in good repair the sheet-metal equipment and fixtures (such as machine guards, grease pans, shelves, lockers, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Work involves *most of the following*: Planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications; setting up and operating all available types of sheet-metal working machines; using a variety of handtools in cutting, bending, forming, shaping, fitting, and assembling; and installing sheet-metal articles as required. In general, the work of the maintenance sheet-metal worker requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

Service and Custodial

Guard

(5144: Guards and police, except public service)

Carries out instructions primarily oriented toward insuring that emergencies and security violations are

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readily discovered and reported to appropriate authority. Intervenes directly only in situations which require minimal action to safeguard property or persons. Duties require minimal training. Commonly, the guard is not required to demonstrate proficiency in the use of firearms or special weapons.

Janitor, porter, or cleaner

(Sweeper; charworker)

(5244: Janitors and cleaners)

Cleans and keeps in an orderly condition factory working areas and washrooms, or premises of an office or other establishment. Duties involve *a combination of the following*: Sweeping, mopping or scrubbing, and polishing floors; removing chips, trash, and other refuse; dusting equipment, furniture, or fixtures; polishing metal fixtures or trimmings; providing supplies and minor maintenance services; cleaning lavatories, showers, and restrooms. *Workers who specialize in window washing are excluded.*

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Industry Wage Survey Bulletins

The most recent reports providing occupational wage data for industries currently included in the Bureau's program of industry wage surveys are listed below. Copies are for sale from the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, or from any of its regional offices, and from the regional offices of the Bureau of Labor Statistics shown on the inside back cover. Bulletins that are out of stock are available for reference at leading public, college, or university libraries, or at the Bureau's Washington or regional sales offices.

Manufacturing

Basic Iron and Steel, 1978-1979. BLS Bulletin 2064
Cigarette Manufacturing, 1981. BLS Bulletin 2132
Corrugated and Solid Fiber Boxes, 1981. BLS Bulletin 2138
Drug Manufacturing, 1978. BLS Bulletin 2077
Fabricated Structural Metals, 1979. BLS Bulletin 2094
Grain Mill Products, 1982. BLS Bulletin 2207
Hosiery Manufacturing, 1981. BLS Bulletin 2151
Industrial Chemicals, 1981. BLS Bulletin 2136
Iron and Steel Foundries, 1979. BLS Bulletin 2085
Machinery Manufacturing, 1981. BLS Bulletin 2124
Meat Products, 1979. BLS Bulletin 2082
Men's and Boys' Shirts and Nightwear, 1981. BLS Bulletin 2131
Men's and Boys' Suits and Coats, 1979. BLS Bulletin 2073
Men's and Women's Footwear, 1980. BLS Bulletin 2118
Millwork, 1979. BLS Bulletin 2083
Miscellaneous Plastics Products, 1979. BLS Bulletin 2103
Motor Vehicles and Parts, 1973-74. BLS Bulletin 1912
Nonferrous Metals, 1981. BLS Bulletin 2167
Petroleum Refining, 1981. BLS Bulletin 2143
Pressed or Blown Glass and Glassware, 1980. BLS Bulletin 2109
Pulp, Paper, and Paperboard Mills, 1982. BLS Bulletin 2180
Semiconductors, 1977. BLS Bulletin 2021
Shipbuilding and Repairing, 1981. BLS Bulletin 2161
Structural Clay Products, 1980. BLS Bulletin 2139
Synthetic Fibers, 1981. BLS Bulletin 2150
Textile Mills and Textile Dyeing and Finishing Plants, 1980. BLS Bulletin 2122
Women's and Misses' Dresses, 1982. BLS Bulletin 2187
Wood Household Furniture, 1979. BLS Bulletin 2087

Nonmanufacturing

Appliance Repair Shops, 1981. BLS Bulletin 2177
Auto Dealer Repair Shops, 1982. BLS Bulletin 2198
Banking, 1980. BLS Bulletin 2099
Bituminous Coal Mining, 1982. BLS Bulletin 2185
Certificated Air Carriers, 1980. BLS Bulletin 2129
Communications, 1981. BLS Bulletin 2138
Computer and Data Processing Services, 1982. BLS Bulletin 2184
Contract Cleaning Services, 1981. BLS Bulletin 2152
Contract Construction, 1973. BLS Bulletin 1911
Department Stores, 1981. BLS Bulletin 2147
Electric and Gas Utilities, 1978. BLS Bulletin 2040
Hospitals and Nursing Homes, 1978. BLS Bulletin 2069
Hotels and Motels, 1978. BLS Bulletin 2055
Life Insurance, 1980. BLS Bulletin 2119
Metal Mining, 1977. BLS Bulletin 2017
Nursing and Personal Care Facilities, 1981. BLS Bulletin 2142
Oil and Gas Extraction, 1982. BLS Bulletin 2193
Savings and Loan Associations, 1980. BLS Bulletin 2106

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Bureau of Labor Statistics
Regional Offices

Region I
Suite 1603
John F. Kennedy Federal Building
Government Center
Boston, Mass. 02203
Phone: (617) 223-6761

Region II
Suite 3400
1515 Broadway
New York, N.Y. 10036
Phone: (212) 944-3121

Region III
3535 Market Street
P.O. Box 13309
Philadelphia, Pa. 19101
Phone: (215) 596-1154

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1371 Peachtree Street, N.E.
Atlanta, Ga. 30367
Phone: (404) 881-4418

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Federal Office Building
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Griffin Square Building
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Phone: (214) 767-6971

Regions VII and VIII
911 Walnut Street
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Regions IX and X
450 Golden Gate Avenue
Box 36017
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Phone: (415) 556-[illegible]678

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